

A color photograph of a steel mill. In the foreground, a group of workers in light blue shirts and dark trousers are walking towards the camera. Some are wearing hard hats. In the background, there are large industrial structures, including a tall smokestack emitting a plume of smoke, and various pipes and machinery. The sky is blue with some clouds.

United Steelworkers of America

1977

Steel Settlement

INTRODUCTION

The 1977 Basic Steel Settlement brings to our members the greatest wage and benefits package in the 41-year history of our Union and a dramatic advancement towards full security for workers in the basic steel industry.

Examples set forth in this explanation booklet show the impressive level to which steelworkers' income will climb during the life of the new Agreement. The pay for each job in the plant or facility will have increased more than \$4,000 a year as of May 1, 1980, if the assumption of a 6% inflation rate proves to be correct.

An outstanding feature of the 1977 Agreement is the new Employment and Income Security Program which represents a major breakthrough in the fight to protect our members against loss of work and income. This new program, interwoven with other provisions that afford job and pay protection, has as its foundation an unprecedented gain, a Rule of 65 pension (age plus service) and an extra supplement for 20-year employees affected by plant shutdown, extended layoffs and disability.

The substantial benefits outlined above and the many other major improvements and new programs which were won in the 1977 Settlement are explained in great detail in the summaries and examples contained in this booklet. Substantial improvement was made relating to pensions and supplements, Sickness and Accident benefits, Supplemental Unemployment Benefits, rate retention, contracting out, excluded jobs in Office, Technical & Professional, the insurance programs and in numerous other areas. We urge each steelworker to take the time to study the explanations in this booklet in order to have a full understanding of the advancements that have been achieved and how they help the individual member and family.

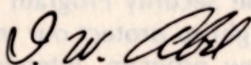
This new Agreement was settled after hard and intensive bargaining between our Union and the 10 major steel companies (U. S. Steel, Bethlehem, Republic, Jones & Laughlin, National, Armco, Youngstown Sheet and Tube, Inland, Wheeling-Pittsburgh and Allegheny Ludlum). Every effort will be made to extend its provisions to our members employed in the other companies in the industry.

The 1977 Settlement marks our second impressive success in bargaining conducted under the Experimental Negotiating Agreement (ENA) and exceeds the gains achieved in the outstanding ENA settlement in 1974. The new Agreement and the extension of ENA to cover the 1980 negotiations were approved April 9 by a roll-call vote of our Union's Basic Steel Industry Conference, composed of delegates representing the Local Unions and the elected International Union Officers

and Directors. As in 1974, this new Agreement was negotiated without the threat of an industry-wide strike and without the disruptive impact of stockpiling and increased imports which had previously hurt our members and their families.

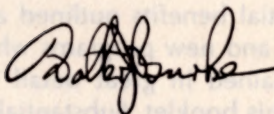
We want to compliment and thank the Chairmen, Secretaries, Coordinators and Members of the Union's Negotiating Committees dealing with the various companies. We thank each individual member for the confidence, the support and the efforts put forth in these negotiations. Proof that the job was done well is evidenced by the many meaningful improvements described in this booklet.

I. W. Abel



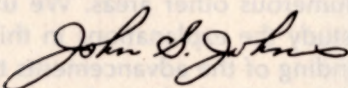
President

Walter J. Burke



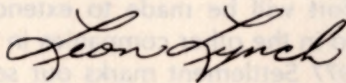
International Secretary-Treasurer

John S. Johns



International Vice President
(Administration)

Leon Lynch



International Vice President
(Human Affairs)

TABLE OF CONTENTS

INTRODUCTION	1
WAGES, INCREMENTS, INCENTIVES, COST-OF-LIVING ADJUSTMENTS AND BONUS	5
INTRODUCTION	7
I. Across-the-Board General Increases	7
II. Early Effective Dates on Wage Increases	8
III. Increment Increases	8
IV. Incentives	9
V. Cost-of-Living Adjustment	10
VI. Summary and Examples on Wages	11
VII. ENA Bonus	15
VIII. Figure It Yourself	16
IX. Comparison with Last Contract	18
EMPLOYMENT AND INCOME SECURITY PROGRAM AND OTHER BENEFIT IMPROVEMENTS	20
INTRODUCTION	21
I. Employment and Income Security Program	21
II. Holidays	27
III. New Vision Care Program	27
IV. Pensions	30
V. Supplemental Unemployment	34
Weekly Benefit Maximums	34
Financing	34
Coal Strike—Energy Shortage—Pollution Shutdowns ...	35
Short Week Benefits—Holiday Week	35
Overlapping Week—New York	35
Benefits Under Trade Expansion Act	35
Advanced Funding—Bethlehem and Republic	36
VI. Earnings Protection Plan	36
VII. Sickness and Accident Benefits	36
VIII. Medical Care for Active Employees	37
IX. Life Insurance	39
X. Other Benefit Changes	39
A. Moving Allowance	39

B. Savings and Vacation Plan	40
C. Insurance Coverage—Probationary Employees	40
D. Medical Insurance for Pensioners and Spouses	40
BASIC CONTRACT IMPROVEMENTS	41
INTRODUCTION	42
CONTRACTING OUT	42
Review Commission	42
40 Hour Guarantee	43
Contract Language Changes	43
SPECIAL RATE RETENTION	44
DISCIPLINE AND GRIEVANCE PROCEDURE	44
Speedy Resolution of Discipline Cases	45
Review of Operation of Grievance Procedure	45
SAFETY AND HEALTH	46
SCHEDULING	47
NEW YEAR AND CHRISTMAS VACATIONS	47
ORIENTATION PROGRAM	47
SENIORITY	48
CONTINUATION OF THE EXPERIMENTAL NEGOTIATING AGREEMENT	48
OFFICE AND TECHNICAL	49
IRON ORE MINING	50
ORE BOAT SEAMEN	51
PLANT PROTECTION	51
LOCAL ISSUES	52
CONCLUSION	52
APPENDICES	53

Schedule of Effective Dates for Key Basic Steel Benefits—Center Fold

INTRODUCTION

Our first steel contract in March, 1937, won a minimum wage of \$3.00 per day. After 35 years of bargaining and two major strikes, the minimum day's pay had grown up to \$28.56 in March, 1973. That month the Experimental Negotiating Agreement was approved by the Local Union Presidents in the Basic Steel Industry.

This, the second contract Settlement under ENA, will bring the minimum daily earnings for the lowest paid Steelworker to \$54.00 by 1980, even if the cost of living should not go up a penny for the next three years! At a 4% rate of inflation the maximum will go to \$63.00 per day—more than double the daily minimum when ENA was ratified. No other industrial union in the United States has matched this record! Wage increases negotiated in ENA contract include:

Across the board wage increases;

Early effective dates of increases;

Increases in intermediate times;

Incentive pay increases;

Cost-of-living wage increases;

Roll-in of overtime;

COST OF LIVING ADJUSTMENTS

and

BONUS

In this section of the booklet, each type of wage increase is explained. Examples of calculations are shown to help you figure your own wage levels at different times in the term of the new contract. You can figure the value of the life of the contract of the wage increases on any job, on a chart on page 17. Finally, a chart shows this contract's wage increases compared to the 1974 contract.

1. ACROSS-THE-BOARD GENERAL INCREASES

Six across-the-board general increases to become effective during the life of the new Agreement were won in negotiations, totaling 80¢ per hour for hourly-paid employees and \$64 on the bi-weekly scale for salaried employees.

1977 Across-the-Board General Increases

Effective Date	Per Hour	Bi-Weekly Salaries
May 1	20¢	\$16
August 1	20¢	\$16

B. Savings and Vacation Plan	40
C. Insurance Coverage—Probationary Employees	40
D. Medical Insurance for Pensioners and Spouses	40
BASIC CONTRACT IMPROVEMENTS	41
INTRODUCTION	42
CONTRACTING OUT	42
Review Commission	42
40 Hour Guarantee	43
Contract Language Changes	43
SPECIAL RATE RETENTION	44
DISCIPLINE AND GRIEVANCE PROCEDURE	44
Speedy Resolution of Discipline Cases	45
Review of Operation of Grievance Procedure	45
SAFETY AND HEALTH	45
SCHEDULING	47
NEW YEAR AND CHRISTMAS	47
ORIENTATION	47
SENIORITY	48
CONTINUATION OF THE EXPERIMENTAL NEGOTIATING AGREEMENT	48
OFFICE AND TECHNICAL	49
IRON ORE MINING	50
OFF BOAT SEAMEN	51
PLANT PROTECTION	51
ETHICAL ISSUES	52
CONCLUSION	52
APPENDICES	53

Schedule of Effective Dates for Key Basic Steel Benefits—Center Fold

INTRODUCTION

Our first steel contract in March, 1937, won a minimum wage of \$5.00 per day. After 36 years of bargaining and five major strikes, the minimum day's pay had gone up to \$28.56 in March, 1973. That month the Experimental Negotiating Agreement was approved by the Local Union Presidents in the Basic Steel Industry.

This, the second contract Settlement under ENA, will bring the minimum daily earnings for the lowest paid Steelworker to \$54.00 by 1980, *even if the cost of living should not go up a penny for the next three years!* At a 6% rate of inflation the minimum will go to \$63.00 per day—*more than double the daily minimum when ENA was ratified.* No other industrial union in the United States has matched this record!

Wage increases negotiated in this contract include:

- Across the board wage increases;
- Early effective dates of some wage increases;
- Increases in increments between job classes;
- Incentive pay increases;
- Cost-of-living wage adjustments;
- Roll-in of cost-of-living adjustments.

In this section of the booklet each type of wage increase is explained. Examples of calculations are shown to help you figure your own wage levels at different times in the term of the new contract. You can figure the value over the life of the contract of the wage increases on any job, on a chart on page 17. Finally, a chart shows this contract's wage increases compared to the 1974 contract.

I. ACROSS-THE-BOARD GENERAL INCREASES

Six across-the-board general increases to become effective during the life of the new Agreement were won in negotiations, totaling 80¢ per hour for hourly-paid employees and \$64 on the bi-weekly scale for salaried employees.

1977 Across-the-Board General Increases

Effective Date	Per Hour	Bi-Weekly Salaries
May 1	20¢	\$16
August 1	20¢	\$16

1978 Across-the-Board General Increases

Effective date	Per Hour	Bi-Weekly Salaries
February 1	10¢	\$8
August 1	10¢	\$8

1979 Across-the-Board General Increases

Effective date	Per Hour	Bi-Weekly Salaries
February 1	10¢	\$8
August 1	10¢	\$8

The early effective dates of three of the general increases has a substantial impact on your income, as shown in the next section of this booklet.

Also, as we will explain in another section, all of these across-the-board general increases will be included in the incentive calculation rate for incentive workers.

II. EARLY EFFECTIVE DATES ON WAGE INCREASES

One of the features of the new contract is the early effective dates for half of the across-the-board increases in each of the three years of the contract. As a result of advancing 20 cents of the first year increase by three months, employees who are paid straight 40-hour weeks during this period will receive at least \$104 more than they would have received if the effective date had been August 1, 1977.

As a result of advancing the effective dates for half of the second and third year increases by six months, employees who are paid for 40 hours a week during these periods will be receiving at least \$104 more in each year than they would have received if the effective dates were August 1, 1978 and August 1, 1979. Thus, the early effective dates in each of the three years of the contract have a minimum value of \$312—equivalent to an extra 5¢ per hour increase for each hour worked under the new Agreement.

III. INCREMENT INCREASES

Effective May 1, 1977, three months early, there is an increase of .4¢ in the increment between each job class for hourly-paid employees, and a corresponding 64¢ increment increase between each job class for salaried employees.

Effective August 1, 1978, the increment between each of the job classes for hourly employees will be increased by an additional .3¢, and the increment between job classes on the bi-weekly scale for salaried employees will be increased by 48¢.

Effective August 1, 1979, there will be a further increment increase between job classes for hourly employees of .3¢ and an increment increase of 48¢ between job classes on the bi-weekly scale of rates for salaried employees.

All of these increment increases are being included in the incentive calculation rate for incentive workers.

These increment increases will total 1¢ per job class for hourly paid workers, and \$1.60 per job class for salaried workers. The increments between job classes which, under the last contract, were 10.7¢ for hourly employees, will increase to 11.7¢ during the term of the three-year Agreement. Similarly, the increments in bi-weekly scales for salaried employees over the three-year period will increase from \$18.035 to \$19.635.

The effect of these increment increases is to provide an additional 8¢ per hour increase for the average job (Job Class 10) by the third year of the Agreement simply because of these increment increases. For an employee in a trade or craft job, the increment increases will mean an additional 11¢ to 18¢ per hour during the third year of the Agreement (depending on the classification of the particular trade or craft job). The average salaried job class (Job Class 6) will receive an \$8.00 increase per pay period because of increment increases, by the third year of the new contract.

IV. INCENTIVES

Eighty-five percent of the production and maintenance hours paid for in the ten major steel companies are covered by some form of incentive plan. The general principle of all incentive plans is to provide additional pay above a normal level of performance. The new contract provides automatic increases in incentive earnings, in addition to the general, increment, and cost-of-living wage increases received by all employees.

Incentive workers' pay is figured on the basis of an incentive calculation rate and an hourly additive. The incentive calculation rate plus the hourly additive equals the standard wage rate for a non-incentive job in the same job classification. Incentive pay is calculated on the basis of the incentive calculation rate. Thus, when the incentive calculation rate is increased, incentive earnings are automatically increased for the same level of performance.

Under the new Agreement, all of the across-the-board general increases of 40¢, 20¢ and 20¢ and all of the increment increases of .4¢, .3¢ and .3¢ will be placed in the incentive calculation rate for incentive workers. As a result, over the three-year term of the new Agreement the incentive calculation rate will be increased by an average of 88¢. This is 21¢ more than the 67¢ increases in the incentive calculation rate in the last contract, and 38¢ more than the 50¢ increase in the 1971 contract.

An example of the impact of including the general wage and increment increases into the incentive calculation rate can be seen by looking at an employee in Job Class 10 working on an incentive yielding 20%. (20% is below the average incentive yield for the 10 basic steel companies.) Example No. 2 on page 13 sets forth the various incentive earnings which would result under the 20% incentive yield assumption for the Job Class 10 worker.

Incentive earnings were 77¢ per hour under these assumptions, before the new contract. They will rise with each general and increment increase to 85¢ by August, 1977, to 90¢ by August, 1978, and to 94¢ by August, 1979 (17¢ higher than the pre-May 1, 1977 earnings). Thus, over the life of the contract, incentive earnings for the same performance will have increased by 22% over their pre-May 1, 1977 levels, without any change in incentive plans. The same principles (with different results depending on the amount of incentive yields) apply to all incentive workers.

V. COST-OF-LIVING ADJUSTMENTS

Of the 90 million American workers, only one in twenty has the protection of automatic cost-of-living increases. The cost-of-living clause won in the 1974 Basic Steel Agreement exceeds that in any other labor contract because it has no cap, it has no deduction feature, and it provides an adjustment every three months, immediately after the cost of living has risen.

The cost-of-living clause in the new Agreement continues the improved features which were won in the 1974 Agreement. The two most important are (1) a formula which better protects your earnings from inflation erosion and (2) an annual "roll-in" feature by which the accumulated cost-of-living adjustment is included in the Standard Hourly Wage Rate Scale for non-incentive jobs, the hourly additive for incentive jobs and the standard bi-weekly salaried rate.

The Formula

Under the COLA formula there will be a 1¢ per hour increase for each full .3 of a point increase in the BLS Consumer Price Index

(1967 = 100). This formula generated \$1.19 increase in wages during the 1974 contract. We anticipate that the same result will occur during the next three years. Adjustment dates will be each August 1, November 1, February 1 and May 1 during the term of the contract. Adjustments will be determined by subtracting the new base figure of 174.2 (.1 less than the Index for December, 1976) from the Index figure for the second month before each adjustment date.

Example:

Consumer Price Index, March, 1977	178.2
Minus Base figure	<u>- 174.2</u>
Increase in Consumer Price Index	4.0

May, 1977 Cost-of-Living Adjustment is
 $4.0 \div 0.3 = 13\text{¢}$ per hour

The Annual Roll-In

Effective May 1, 1977, the 14¢ Cost-Of-Living Adjustment (COLA) which became payable February 1, 1977 as an "add on" will be added to the Standard Hourly Wage Rate. On August 1, 1978 and again on August 1, 1979, the cost-of-living adjustments effective on each of these dates will be rolled into the Standard Hourly Wage Rate.

This means that the cost-of-living allowance which accumulates up to and including those dates will, from then on, be treated as a general wage increase. It will thus be reflected in vacation pay, holiday pay, and most wage-tied benefits.

VI. SUMMARY AND EXAMPLES ON WAGES

Attached to this explanation as Appendix A is a copy of the hourly scale for incentive and non-incentive workers and a copy of the bi-weekly scale for salaried employees. One can compute the amount of increase which this Agreement will mean on any job (without cost-of-living adjustments or incentive earnings) by checking the appropriate table.

In order to illustrate the effect of these increases with cost-of-living adjustments and with incentive earnings, a few examples are provided. These examples are chosen because they give an idea of how to go through the same type of calculations to estimate what earnings are likely to be at various points during the term of the contract.

In all these examples, it is assumed that the cost-of-living will increase by 6% annually between May 1977 and May 1980. No one can

predict the future with certainty, but based upon the experience of the recent past, this 6% assumption seems realistic. Three years ago in our summary of the 1974 Agreement a 7% annual rate of inflation was assumed. It turned out that the rate of inflation was almost 8% annually. Obviously, inflation at a higher rate will yield higher wage increases and inflation at a lower rate will yield lower wage increases.

Example No. 1

This example is of a non-incentive worker in Job Class 3. It tracks the anticipated increase in earnings by comparing that worker's hourly earnings immediately before the Settlement, immediately after the Settlement, halfway through the Settlement, and at the end of the third year.

Projected Hourly Earnings of Job Class 3 Non-Incentive Worker

	Before 5/1/77	After 5/1/77	Nov. 1, 1978 (Midpoint)	May 1980
Standard Hourly from Wage Rate Appendix A, Page 54.....	5.782	6.126	6.529	6.732
Cost of Living Adjustment (COLA) 2/1/77.....	.14			
Cost of Living Adjustment (COLA) 5/1/77.....		.13		
Estimated COLA 11/1/78.....			.67	
Estimated COLA 5/1/80.....				1.25
Total Hourly Earnings.....	\$ 5.922	\$ 6.256	\$ 7.199	\$ 7.982
Per 8-Hour Day.....	\$ 47.38	\$ 50.05	\$ 57.59	\$ 63.86
Per Year of 2080				
Straight Time Hours.....	\$12,317.76	\$13,012.48	\$14,973.92	\$16,602.56

TOTAL INCREASE, 3 YEARS

Per Hour.....	\$ 2.06
Per Day.....	\$ 16.48
Per Year.....	\$4,284.80
For the 3 years the expected increase will be 34.8%, in wages alone.	

Example No. 2

Our second example analyzes the earnings of a Job Class 10 incentive worker during the same time periods. It makes the same 6% cost-of-living assumptions. In addition, it presumes a 20% incentive yield. This example may well be considered as representative of the average basic steel worker since Job Class 10 is the average Job Class in steel plants. Most steel mill production and maintenance workers are on incentives. The average incentive yield is higher than 20%. Finally, the assumption of a 6% rate of inflation for estimating COLA increases is low in the opinion of most economists.

Projected Hourly Earnings of Typical Job Class 10 Incentive Worker

	Before 5/1/77	After 5/1/77	Nov. 1, 1978 (Midpoint)	May 1980
Incentive Calculation Rate (ICR) from Appendix A, Page 55.....	3.832	4.064	4.488	4.712
Incentive Earnings (20% x ICR).....	.766	.813	.898	.942
Hourly Additive from Appendix A, Page 52.....	2.699	2.839	2.839	2.839
COLA 2/1/77.....	.14			
COLA 5/1/77.....		.13		
Estimated COLA 11/1/78.....			.67	
Estimated COLA 5/1/80.....				1.25
Total Hourly Earnings.....	\$ 7.437	\$ 7.846	\$ 8.895	\$ 9.743
Per 8-Hour Day.....	\$ 59.50	\$ 62.77	\$ 71.16	\$ 77.94
Per Year of 2080 Straight Time Hours.....	\$15,468.96	\$16,319.68	\$18,501.60	\$20,265.44

TOTAL INCREASE, 3 YEARS

Per Hour.....	\$ 2.306
Per Day.....	\$ 18.448
Per Year.....	\$4,796.48

Example No. 3

Next let us consider a Job Class 18 machinist working on an incentive job yielding 15%. The same 6% inflation rate assumption will be utilized.

Projected Hourly Earnings of Incentive Machinist (J. C. 18)

	Before 5/1/77	After 5/1/77	Nov. 1, 1978 (Midpoint)	May 1980
Incentive Calculation Rate (ICR) from Appendix A, page 55.....	4.464	4.728	5.176	5.424
Incentive Earnings.....	.67	.709	.776	.814
Hourly Additive.....	2.923	3.063	3.063	3.063
COLA 2/1/77.....	.14			
COLA 5/1/77.....		.13		
Estimated COLA 11/1/78.....			.67	
Estimated COLA 5/1/80.....				1.25
Total.....	\$ 8.197	\$ 8.63	\$ 9.685	\$ 10.551
Per 8-Hour Day.....	\$ 65.58	\$ 69.04	\$ 77.48	\$ 84.41
Per Year of 2080				
Straight Time Hours.....	\$17,049.76	\$17,950.40	\$20,144.80	\$21,946.08

TOTAL INCREASE, 3 YEARS

Per Hour.....	\$ 2.354
Per Day.....	\$ 18.832
Per Year.....	\$4,896.32

Example No. 4

To illustrate the effect of the wage settlement on a salaried employee we selected an average Job Class 6 Detail Scheduler.

Projected Bi-Weekly Salary Earnings for J. C. 6 Detail Scheduler

	Before 5/1/77	After 5/1/77	Nov. 1, 1978 (Midpoint)	May 1980
Standard Bi-Weekly Salary Rate, Appendix A-1	\$544.17	\$574.57	\$608.97	\$627.37
COLA 2/1/77	11.20			
COLA 5/1/77		10.40		
Estimated COLA 11/1/78			53.60	
Estimated COLA 5/1/80				100.00
Total Bi-Weekly Salary	\$ 555.37	\$ 584.97	\$ 662.57	\$ 727.37
Per Year	\$14,439.62	\$15,209.22	\$17,226.82	\$18,911.62

TOTAL INCREASE PER:

Pay Period	\$ 172.00
Year	\$4,472.00

VII. ENA BONUS

Each regular employee as of August 1, 1977 shall receive a \$150.00 bonus in the pay period next closed and calculated after September 30, 1977. If the employee is a regular employee on August 1, 1977 he is entitled to the bonus, even though he is not actively at work. Employees who retire on July 31, 1977 are also entitled to the bonus.

VIII. FIGURE IT FOR YOURSELF

The average steel mill hourly employee will earn about \$9,750.00 more during the next three years because of the new contract, if he or she works steady 40-hour weeks. Overtime, Sunday, and holiday work will increase that amount.

On the next page a table shows how this amount is calculated for a Job Class 2 non-incentive job. The amount can be figured for any higher paid job by filling in the blanks on the table.

To calculate what the new Agreement means on any job, in wage increases alone, fill in the blanks as follows:

- Step 1: Subtract 2 from the Job Class of the job.
Multiply the resulting number of job classes by .004 and put the result in for 5/1/77 Increment Increase.
Multiply the resulting number of job classes by .003 and put the result in for 8/1/78 and 8/1/79 Increment Increases.
- Step 2: If you are an incentive worker, estimate your average incentive yield percentage. Multiply this percentage times each wage increase to fill in the Incentive Impact blanks.
- Step 3: Add the total for each wage increase. Multiply it by the hours shown for each increase, and put in the blank in right hand column. The amount in each blank cannot be less than the corresponding amount for a Job Class 2 non-incentive worker.
- Step 4: Add the amounts in each blank, and enter the total. That's the amount of extra pay for a particular job, on a 40-hour week basis, over the life of the contract. For the average steel mill hourly employee it will be about \$9,750.00.

THREE-YEAR VALUE OF WAGE INCREASES

Effective Date	Amount	Type of Increase	Straight-Time Hours to Which Increase Applied Before 8/1/80	J. C. 2 Non- Incentive	Any Higher Job
5/1/77	.20	General Increase times	6,760 hrs. =	\$1,352.00	
	+___	Increment Increase			
	+___	Incentive Impact			
	=___	Total Times 6,760 hrs. equals.....			_____
5/1/77	.13	COLA times	6,540 hrs. =	850.20	850.20
8/1/77 to 5/1/80		12 C.O.L. Adjustments. At 6% inflation 8 will be 9¢, and 4 will be 10¢.....		3,600.00	3,600.00
8/1/77	.20	General Increase times	6,240 hrs. =	1,248.00	
	+___	Incentive Impact			
	=___	Total times 6,240 hrs. equals.....			_____
2/1/77	.10	General Increase times	5,200 hrs. =	520.00	
	+___	Incentive Impact			
	=___	Total times 5,200 hrs. equals.....			_____
8/1/77	.10	General Increase times	4,160 hrs. =	416.00	
	+___	Increment Increase			
	+___	Incentive Impact			
	=___	Total times 4,160 hrs. equals.....			_____
2/1/78	.10	General Increase times	3,120 hrs. =	312.00	
	+___	Incentive Impact			
	=___	Total times 3,120 hrs. equals.....			_____
8/1/78	.10	General Increase times	2,080 hrs. =	208.00	
	+___	Increment Increase			
	+___	Incentive Impact			
	=___	Total times 2,080 hrs. equals.....			_____
Total Additional Pay Under New Contract.....				\$8,506.20	

IX. COMPARISON WITH LAST CONTRACT

The following chart compares the value of the new Settlement against the last one. In each case, the first cost-of-living adjustment is included because it was known when the Settlement was reached or shortly thereafter. Both contracts provide 1¢ quarterly cost-of-living adjustments for each .3 rise in the Consumer Price Index, paid from and after 12 quarterly adjustment dates set forth in the contract. Both contracts provide similar annual roll-ins of cost-of-living adjustments.

Increment increases and incentive impact of increases are shown in the chart on the basis of their effect on the earnings of the average hourly paid employee working at Job Class 10 with a 20% incentive yield. Employees on higher job classes or earning higher incentive yields will receive more, and of course those on lower job classes and those on non-incentive jobs will receive less.

Wage Increases For Job Class 10, With 20% Incentive Yield

	1977 Settlement	1974 Settlement
FIRST YEAR:		
May 1	.20, all employees .032 increment increase .046 incentive impact .13 Guaranteed Cost of Living Adjustment	.28, all employees .016 increment increase .059 incentive impact .15 Guaranteed Cost of Living Adjustment
August 1	.20, all employees .04 incentive impact Cost of Living Adj.	No General Increase Cost of Living Adj.
November 1	Cost of Living Adj.	Cost of Living Adj.
February 1	.10, all employees .02 incentive impact Cost of Living Adj.	No General Increase Cost of Living Adj.
May 1	Cost of Living Adj.	Cost of Living Adj.
SECOND YEAR:		
August 1	.10, all employees .024 increment increase .025 incentive impact Cost of Living Adj.	.16, all employees .024 increment increase .037 incentive impact Cost of Living Adj.
November 1	Cost of Living Adj.	Cost of Living Adj.
February 1	.10, all employees .02 incentive impact Cost of Living Adj.	No General Increase Cost of Living Adj.
May 1	Cost of Living Adj.	Cost of Living Adj.
THIRD YEAR:		
August 1	.10, all employees .024 increment increase .025 incentive impact Cost of Living Adj.	.16, all employees .032 increment increase .038 incentive impact Cost of Living Adj.
November 1	Cost of Living Adj.	Cost of Living Adj.
February 1	Cost of Living Adj.	Cost of Living Adj.
May 1	Cost of Living Adj.	Cost of Living Adj.
Total Hourly Increase.....	\$ 1.186, plus COLA	\$.956, plus COLA
Increase In Yearly Earnings....	\$2,466.88, plus COLA	\$1,988.48, plus COLA

**EMPLOYMENT AND INCOME
SECURITY PROGRAM
and
OTHER BENEFIT IMPROVEMENTS**

INTRODUCTION

In the following pages a full explanation is provided of the new Employment and Income Security Program and the many other changes and improvements negotiated in the benefits section of the new Agreement. Increased pensions have been negotiated for employees who retire after July 31 of this year. The pension supplement is increased for those who are forced to retire early because of disability, layoff, or plant shutdown. The pension cap is substantially liberalized. Pensions for past retirees and spouses are improved. The medical program for past and future retirees is improved.

A new holiday has been added to the Agreement. A completely new program of vision care is contained in the new Agreement, providing substantial benefits for employees and dependents who wear glasses.

The weekly benefit maximums for SUB are increased 25%, SUB funding is substantially increased, and significant other improvements are made in the SUB section.

Substantial increases are provided in the sickness and accident benefits, major medical and other insurance plans, life insurance, and other benefits.

To eliminate confusion between the special benefits of the Employment and Income Security Program and the other benefit improvements for all employees, those which apply only to the new Program are described on the pages colored grey, immediately hereafter.

I. EMPLOYMENT AND INCOME SECURITY PROGRAM

Our Union has achieved a significant and far-reaching advance in job security in the 1977 Agreement. This new benefit, unprecedented in American industry, is a unique pension called "The Rule of 65." It forms the foundation for the Union's Employment and Income Security Program.

The new Employment and Income Security Program contained in the 1977 Agreement is designed specifically to meet the particular concerns and problems that confront the employees in the basic steel industry. The greatest fear that haunts steelworkers employed in an old plant is that the plant may be closed entirely, or one or more departments may be closed within the plant.

The Rule of 65 pension (20 years or more service plus age) will permit eligible employees affected by plant shutdown, extended layoff or disability to retire on a regular pension plus a \$300 supplement.

The Rule of 65 pension and pension supplement, and the related programs contained in the new contract would impose an extremely

heavy financial obligation on a company for the shutdown of an old facility. It is intended to encourage companies to take the other option—and use the money to modernize the old plant. To the extent it accomplishes this goal it will protect the jobs of young and old alike.

The second major fear of every steelworker is the fear of long term sickness or disability. Long term sickness and disability rob the worker and his family of savings, and may pile up debts which can never be paid. The new Employment and Income Security Program deals with this human catastrophe, as well as the problems of plant shutdown and long term layoff.

Delegates to the 1977 Steel Industry Conference set as one of their highest priorities the establishment of a lifetime security program for employees in the steel industry. This history-making demand will rank with the demands thirty years ago for fully-paid medical and hospital insurance and non-contributory pensions as a major new concept in collective bargaining. Not only steelworkers, but all other industrial workers who follow the patterns we achieve will benefit.

Like our present-day pension and insurance programs, however, the cost of this long-range objective is far too great to be overcome in any one round of bargaining. The bare foundations of the pension and insurance programs were laid in the 1950 contract. Each negotiation thereafter built on that foundation, until we achieved our goals.

Similarly, we have laid the foundation in this 1977 contract on which to build a lifetime security program for all steelworkers. This foundation consists of a series of greatly expanded benefits for 40% of the employees of the ten major steel companies—those with 20 or more years of service. In future negotiations we must increase the group of employees covered by the plan until all are protected. At the same time, we must work to increase the benefits provided by the plan until it fully meets the goal of lifetime job security.

Even today, most employees who work in American industry are highly vulnerable to economic disaster if their plant closes or in the event of a prolonged layoff or disability.

For the past three decades, the Steelworkers Union has consistently worked to develop, through the pension, SUB and other benefit programs, a means of cushioning the impact of job instability. No other union has done as much to promote income security. For example, as long ago as the 1960's, the pension program in the steel industry included the so-called 70/80 "magic number" formula which provides both immediate pension and monthly supplemental benefits to older employees who were involuntarily displaced from their jobs. Since 1965, we have had a thirty and out pension option.

In achieving the Employment and Income Security Program, the Union chose to build upon and expand those programs which have served us well over the years. Not only has the level of income protection been raised and strengthened, but, equally important, the scope of coverage has been expanded to include younger workers who also need protection against economic uncertainty.

The important breakthroughs of this foundation for the New Employment and Income Security Program must not be underestimated. Now, more than ever, the steel companies must take into account, in making their financial plans, the enormous human costs of their decisions to close some departments and some plants and to open others at new locations. These decisions had always been made, in the final analysis, only on a profit and loss basis—profits or losses to the company involved. The financial losses to and the human tragedies inflicted on middle age Steelworkers have never been seriously considered by the companies.

The new Employment and Income Security Program creates a dramatic new protection for the group of workers in their 40's and 50's who need it most. As explained in the Program, a worker whose plant closes when he is only 41 years of age and has only 20 years of service will be entitled to up to two full years of supplemental unemployment benefits, and thereafter a Rule of 65 pension and pension supplement totaling a minimum of over \$580.00.

The cost of this new protection is not limited by prior SUB planning. It is a massive obligation on the corporate treasury which company executives will have to consider when they make their long range plans.

The new Rule of 65 pension program will not replace in any way the pension benefits under the 70/80 "magic number" pension program of the old contract. The eligibility rules of that program will continue in effect for those who meet the age and service requirements of the 70/80 formulas.

Highlights of other benefits in the new Program are:

- SUB Benefits extended an additional 52 weeks.

- Guarantee of all SUB weekly benefits, regardless of financial level of the SUB Fund.

- Increase in Short Week Benefits.

- Short Week Benefit Guaranteed.

- Increase the level of base earnings protected by the Earnings Protection Plan to 90%.

- Earnings Protection benefits guaranteed.

- Up to an additional 52 weeks of Sickness and Accident benefits.

- Insurance coverage continued during extended SUB or S&A.

Each of the benefits of the new Employment and Income Security Program is described in the following pages. These benefits will become effective January 1, 1978, for the employees covered by the new program.

A. Rule of 65 Pensions—\$300 Supplement

The United Steelworkers of America has always pioneered in the negotiation of pension benefits, winning "30 and out" long before other unions; developing "magic number" or "70/80" pensions. Only Steelworkers receive a 13-week special payment upon retirement. The 1977 Settlement again establishes a first for union contracts—the "Rule of 65" pension option which is the foundation of our Employment and Income Security Program.

Effective January 1, 1978, an employee with 20 or more years of service as of his last day worked becomes eligible for a Rule of 65 pension if (1) he is off work because of a shutdown, extended layoff or disability, (2) his age plus service equals 65 or more, and (3) his company fails to provide him with suitable long term employment. Because he accrues age and service during layoff or sickness (commonly called "creeping"), a twenty-year employee who meets all of the requirements need be *only 47 years old* when first laid off, or when his Sickness and Accident Benefits begin, to become eligible for a Rule of 65 pension.

The amount of pension is calculated as it is for other pensions. However, in addition to the pension amount, a Rule of 65 pensioner also draws the pension supplement which has been raised by the 1977 Settlement to \$300 per month. This supplement is suspended should the retiree obtain suitable long term employment, but it is resumed if such other employment ends. Otherwise, the supplement continues until age 62 or such earlier time as the retiree becomes eligible for Social Security.

B. SUB Benefits Extended 52 Weeks and Guaranteed

Increases in maximum benefit and other improvements in Supplemental Unemployment Benefits apply generally. They are described on pages 33-34 of this explanation. In this section, we describe only the special protections which are part of Employment and Income Security Program benefits for employees with 20 or more years of service.

1. *Extended Weekly Benefits*—Currently, the maximum duration of benefits is 52 weeks. Effective January 1, 1978, however, that period will be extended by an additional 52 weeks. While the conditions of

SUB eligibility for the first 52 weeks are not changed, extended SUB benefits continue during the second 52 weeks of layoff so long as the employee is not offered appropriate work at his home plant or suitable long-term employment at other locations. Additionally, in the case of an employee affected by a plant shutdown, eligibility for benefits during the period of extended SUB (the second 52 weeks) ends if and when the employee becomes eligible for an unreduced immediate pension.

The precise guidelines and standards for determining what is "appropriate" or "suitable" work will be hammered out in the near future by the Employment and Income Security Task Force (see discussion on page 25). However, it is evident that for purposes of maintaining SUB eligibility, laborers' jobs will not be considered "appropriate" for skilled workers such as craftsmen. Similarly, a job requiring a *long distance* move to another plant will not be considered "suitable" for employees affected by a shutdown of their home plant.

One other important point is that although the new program does not go into effect until January 1, 1978, it covers employees who were laid off before that date. This means, for example, that a covered employee who was laid off this year will be eligible for an additional 52 weeks of SUB benefits after next January 1.

2. *Guarantee*—The new Program insures payment of SUB for covered employees. In the past, SUB benefits were subject to the financial position of the Fund. They could be reduced, therefore, or even eliminated when the Fund sank to low levels. Fortunately, this did not occur very often, but it did happen in some companies during the term of the current Agreement. Now, as part of the Employment and Income Security Program, the weekly benefit is guaranteed for covered employees. This guarantee applies to the first 52 weeks as well as the extended period. Accordingly, after January 1, 1978, weekly benefits for covered employees will still be paid out of the SUB Fund, but they will not be subject to reduction or elimination because the financial position of the Fund sinks too low. Instead, in such cases, the Company will advance money to the Fund to cover the cost of these benefits. The advance can be recovered later, but such recovery cannot operate to reduce weekly benefits paid to more junior employees.

C. Increased Short Week Benefits—Guaranteed

Short week benefits have in the past been calculated on the basis of the employee's standard hourly wage rate. Under the new Employment and Income Security Program, the short week benefit for covered employees will be calculated on the basis of average straight-time hourly

earnings, just as the weekly SUB benefit is now calculated. This means that incentive earnings and shift premiums will be included in the benefit calculation, thereby raising the short week benefit to substantially higher levels for virtually all incentive workers.

As in the case of SUB weekly benefits, short week benefits have been subject to the financial position of the Fund. Under the new Program, however, short week benefits will be guaranteed for covered employees in precisely the same way as weekly SUB benefits will be guaranteed.

D. Earnings Protection Plan Improvements

The Employment and Income Security Program makes two important improvements in the Earnings Protection Plan, for covered employees.

First, the protected level of hourly earnings is raised from 85% to 90% of the base period rate.

Second, the "base period" itself is modified. It can be the calendar year preceding the benefit quarter, as it now is, or it can be the calendar year next before that, whichever of the two years results in a higher base period rate. This change promises to further increase the benefit for many employees.

E. Extended Sickness and Accident Benefits

Covered Employees temporarily disabled (but not permanently incapacitated) by sickness or accident will become eligible for up to an additional 52 weeks of Sickness and Accident benefits (S&A) under the new Program. This makes the total benefit duration 104 weeks. Moreover, even though they became disabled prior to the January 1, 1978 effective date of the Employment and Income Security Program, covered employees on disability will still become eligible for the extended S&A benefits. These changes are in addition to the higher benefit rates described on page 35.

F. Extended Insurance Coverage

All insurance coverage except S&A benefits is now continued during the first 52 weeks of SUB benefits. Under the Employment and Income Security Program such coverage will now be continued during the period of extended SUB benefits (an additional 52 weeks) for covered employees. Similarly, all insurance coverage will be continued while covered employees are receiving the extended S&A benefits described in the preceding paragraph. This means that these employees will receive up to 104 weeks of insurance coverage while they are disabled or laid off. Finally, notwithstanding the January 1, 1978 effective date

for the Employment and Income Security Program, eligible employees laid off or disabled prior to that date will still qualify for continued insurance coverage and their coverage will continue so long as extended benefits are being received.

G. Employment and Income Security Task Force

On May 1, 1977, an Employment and Income Security Task Force will be established consisting of an equal number of high level Union and Coordinating Committee Steel Company representatives. The Task Force's first mission will be to develop guidelines for operation of the Rule of 65 pension and the extended benefits provisions of the SUB Plan. Thereafter, it will make a thorough study of all the elements necessary to increase employment opportunities in the steel industry and expand the Employment and Income Security Program introduced by the 1977 Settlement into a broader-based lifetime security program. The Task Force is to complete its work not later than November 1, 1979 in order that this matter may be fully and intensively addressed during the 1980 round of negotiations.

II. HOLIDAYS

The new Agreement provides for a new holiday, United Nations Day. Though this holiday actually falls on October 24th, it will be observed under our contract on the fourth Monday in October when it goes into effect in 1979. This brings the holiday total in the Agreement to eleven.

III. PROGRAM OF VISION CARE

One highlight of the 1977 Settlement Agreement is a new program of vision care insurance. Beginning August 1, 1979, employees and their eligible dependents will be covered by a vision care plan paid for entirely by the company. The program will cover the following benefits:

1. The actual charge, up to \$20, of a vision examination once every 24 months.
2. The actual charge, for two lenses (once every 24 months) up to certain maximums which vary with the type of lens. The maximums are \$10 for a single vision lens, \$15 for a bifocal lens, \$20 for a trifocal lens, \$25 for a lenticular lens, and \$15 for a contact lens.
3. The actual charge, up to \$14, for eye glass frames once every 24 months.

New lenses will not be covered unless the prescription differs from the most recent one by a prescribed measurement designed to insure

SCHEDULE OF EFFECTIVE DATE

MAY 1, 1977

20¢ general wage increase.

.4¢ increment increase.

14¢ cost-of-living rolled in.

13¢ quarterly COLA.

AUGUST 1, 1977

20¢ general wage increase.

Quarterly COLA adjustment.

Minimum pension raised, first of two increases during the life of contract.

Inequities removed in pension cap.

SUB benefits increased.

Improve SUB funding.

Improvement in SUB relating to short week and to shutdown because of energy shortage, pollution or coal strike.

Short week benefits in holiday week improved.

Increase relocation allowance.

S&A benefits increase.

Clarification of 21-day requirement on S&A notice.

Iron Ore Miners' bonus increased to 30¢ per hour.

EPP benefits guaranteed.

Dental plan improvement.

SEPTEMBER 30, 1977

\$150 ENA bonus.

NOVEMBER 1, 1977

Quarterly COLA adjustment.

JANUARY 1, 1978

Pension supplement increase.

Substantial benefit package under new Employment and Security Program, including Rule of 65 pension, and improvements in SUB, S&A, short week, earnings protection and extended insurance coverage.

Special rate retention for worker moved from regular job due to workplace disability.

FEBRUARY 1, 1978

10¢ general wage increase.

Quarterly COLA adjustment.

MAY 1, 1978

Quarterly COLA adjustment.

S FOR KEY BASIC STEEL BENEFITS

AUGUST 1, 1978

10¢ general wage increase.

.3¢ increment increase.

Quarterly COLA adjustment.

Annual cost-of-living roll in.

S&A benefits increase.

Pension benefits increase for surviving spouse.

Pension benefits increase for prior retirees.

Quarterly COLA adjustment.

New Vision Care Program for employees and dependents.

Minimum pension increase as inflation protection.

S&A increase.

Life insurance improved for active employees and retirees.

Medical care improved for active employees and retirees.

Major Medical increased to \$50,000 lifetime and \$30,000 annually.

NOVEMBER 1, 1978

Quarterly COLA adjustment.

FEBRUARY 1, 1979

10¢ general wage increase.

Quarterly COLA adjustment.

MAY 1, 1979

Quarterly COLA adjustment.

AUGUST 1, 1979

10¢ general wage increase.

.3¢ increment increase.

Annual cost-of-living roll in.

OCTOBER 22, 1979

United Nations Day holiday.
(This holiday will always be observed on the Fourth Monday in October).

NOVEMBER 1, 1979

Quarterly COLA adjustment.

FEBRUARY 1, 1980

Quarterly COLA adjustment.

MAY 1, 1980

Quarterly COLA adjustment.

that the new lenses represent a sufficient improvement over the old. Sunglasses, extra charge for photosensitive or antireflective lenses, experimental services or supplies are not covered. Costs incurred for medical or surgical treatment of the eyes are already covered under the hospital and physician's expense provisions of the medical program and are therefore excluded from the vision care program.

IV. PENSIONS

Pension benefits were substantially improved by the Settlement Agreement. Moreover, unlike prior settlements in which pension increases generally were postponed until the second year, the first pension increase in this Settlement becomes effective in the first year of the new Agreement. In addition, the "pension cap" was liberalized and certain inequities eliminated. As is customary, we have also made provision for increases in retiree pensions. The changes are described below.

Existing pension plans were not changed except as specified in the following explanation of changes. The eligibility rule for regular pensions, 70/80 "magic number" pensions, and other pension programs remain as they were in the old contract, although the amount of pension payments is increased.

A. Increase in the Minimum Pension

For retirements on or after July 31, 1977, the minimum pension benefit levels—which were \$11.00, \$12.50 and \$14.00—are increased in two stages as follows:

	<u>First Stage</u> <u>August 1, 1977</u>	<u>Second Stage</u> <u>August 1, 1979</u>
For each of the first 15 years of service	\$12.50	\$13.50
For each of the next 15 years of service	\$14.00	\$15.00
For each year of service over 30	\$15.50	\$16.50

The second increase is in the nature of an inflation adjustment. It will be paid effective August 1, 1979 to persons who retired on or after July 31, 1977. By August 1, 1979, the minimum monthly pension of an employee retiring under this Agreement will be as follows for the specified years of service:

<u>Service</u>	<u>Pension As of 8/1/79</u>
10 years	\$135.00
15 years	202.50
20 years	277.50
25 years	352.50
30 years	427.50
35 years	510.00
40 years	592.50
45 years	675.00

The above pensions are in addition to Social Security for the pensioner and spouse.

B. 5% Adjustment in Percent Formula

Employees retiring on a percent pension during the course of this Agreement (on or after July 31, 1977 and before July 31, 1980) will receive an increased amount equal to 5% of their pension benefit (excluding \$300 supplement) added to their regular monthly pension. This increase, which begins with the first regular monthly benefit, is payable for the life of the pensioner. The adjustment applies to co-pensioner options calculated on percent formula. It also will be added to Surviving Spouse's benefits calculated under the percent formula if (1) in the case of an active employee, death occurs on or after July 31, 1977, or (2) in the case of a retiree, retirement and death both occurred on or after July 31, 1977.

C. Increase in Pension Supplement

Under the prior Agreement, employees who retired prior to age 62 on either 70/80 pensions or disability pensions and who were not eligible for Social Security benefits received a "supplement" of \$230 per month. This supplement was designed to ease the burden suffered by any member who retires involuntarily and to bridge the period between early retirement and eligibility for Social Security. It approximated the level of reduced Social Security benefits payable at age 62.

Effective January 1, 1978 the supplement will be increased to \$300 to keep pace with increases in Social Security benefits and at that time will apply to employees who retired on or after July 31, 1977 and are receiving the \$230 supplement.

As explained earlier, "Rule of 65" pensioners will also receive the \$300 monthly supplement, except during periods of suitable long term employment. Incapacity pensioners and 70/80 pensioners will continue to receive the supplement until eligible for Social Security benefits, irrespective of other employment.

The combination of increases in pension and supplement will produce the basic monthly payments shown below. Employees retiring on percent pensions will receive higher payments.

<u>Service</u>	<u>Total Monthly Amount</u>
20 years	\$577.50
25 years	652.50
30 years	727.50
35 years	810.00
40 years	892.50

D. Liberalized Pension Cap

Under the terms of the Agreement, pension benefits are subject to a "pension cap" limitation designed to relate retirement income (pension plus Social Security) to the pensioner's take-home earnings when he was an active employee.

In practice, less than 1% of all retirees in the industry were adversely affected by the pension cap. In the new Agreement, we have made three additional changes designed to deal with pension cap problems. All take effect August 1, 1977.

First, there no longer can be an adjustment downward in the pension amount of a pensioner *because of the cap* until he attains age 62, or becomes eligible for Social Security Disability Benefits, if earlier. This change eliminates a gross inequity by which retirees formerly were charged under the pension cap for Social Security benefits at a time when they neither were receiving nor were eligible for such benefits.

Second, in calculating W-2 earnings for a pensioner who lost one month or more of work in his last two years because of a compensable disability, the company will use his average weekly earnings as of the date last worked, adjusted upward for general wage increases. In effect, this change means that the base from which his top earnings is calculated under the cap formula will be essentially the same as it would have been had he suffered no compensable disability. This will substantially increase the cap for such an employee.

Finally, the floor below which pension amounts cannot be reduced notwithstanding the cap has been raised from \$9.00, \$10.00 and \$11.00 as it was before, to \$10.00 for the first 15 years of service, \$11.00 for the next 15 years of service, and \$12.00 for each year of service over 30.

E. Surviving Spouse's Benefits

Effective August 1, 1978, the minimum Surviving Spouse's monthly benefit which is provided automatically at company cost will be increased from \$107.50 to \$115.00 for the period prior to eligibility for widow's or widower's benefits under the Social Security Act and from \$57.50 to \$65.00 for the period thereafter. On that date, the increase will be applicable to Surviving Spouse's benefits resulting from deaths of active employees between July 31, 1977 and July 31, 1978 and deaths of pensioners who retired in that period. It is important to remember that these are *minimum* levels and that in a substantial number of cases the benefit will be higher.

F. Co-Pensioners Option

The Pension Agreement provides for a co-pensioner option under which the employee elects to receive a reduced pension during his life so that upon death, a portion of his pension benefit will be paid to a designated co-pensioner for life. Under prior agreements, the option became effective at age 65 (or on retirement, if later) irrespective of the retiree's age at the time he selected the option. This meant that if the retiree died before age 65, the designated co-pensioner would not receive any benefits. Under the new Agreement, the option becomes effective when ever the employee retires, at which time the reduced pension payments begin and the co-pensioner's coverage is assured.

G. Increased Benefits for Prior Retirees

The Settlement also provides increases for prior retirees. Effective August 1, 1978, the pension amounts of employees, (except deferred vested pensioners) who retired prior to August 1, 1974 will go up by \$15.00 a month. The benefit for the Surviving Spouses of employees who died or retired prior to July 31, 1977 will be increased by \$7.50 a month.

The 1974 Agreement introduced the program of company-paid medical care insurance for retirees in the steel industry. In the new Agreement, the coverage provided by that program is extended. Until now, coverage under the Hospital and Physician's Services Program ended when the pensioner or surviving spouse became eligible for Medicare. Effective August 1, 1979, such coverage will continue notwithstanding the pensioner's or surviving spouse's eligibility for Medicare but the benefits provided by Medicare will be carved out. This benefit will also be available to future pensioners.

H. Limits on Deductions for Other Pensions

Under the current Pension Agreement, a company may deduct from the Basic Steel pension it pays a retired employee any sums such employee receives from other pensions to which the company contributed directly or indirectly.

Under the Settlement Agreement, this provision is clarified so that the deduction for other pensions can be made only if the other pension is one earned while the employee was working for the same steel company. Also, the other pension cannot be deducted unless it was earned during the same time period for which the employee was credited with service toward a pension under the steel company's pension agreement.

I. Deduction for Railroad Retirement Pensions

The Settlement changes the existing provision providing for deduction of Railroad Retirement Act pensions to reflect modifications in the law and limits the deduction to amounts in excess of the primary Social Security level which may be attributed to company contributions.

V. SUPPLEMENTAL UNEMPLOYMENT BENEFITS

The Settlement Agreement contains a substantial package of improvements applicable to all employees covered by the SUB Plan. Those improvements include increases in the weekly maximum benefit levels, better financing and more protection in case of layoffs caused by a coal strike or government controls relating to pollution or the use of energy or fuel. We also put an end to inequities which deprived our members of short week benefits in holiday weeks. Finally, a solution was negotiated for the overlapping benefit week problem which for many years unjustly reduced SUB benefits received by our New York members. The improvements all become effective August 1, 1977. They are described in detail below.

Weekly Benefit Maximums

\$125 a week for weeks in which employees receive unemployment compensation (increased from \$100).

\$170 for other weeks (increased from \$135).

In both cases, as under the current Agreement, there is added \$1.50 for each dependent up to four.

Financing

The multiplier for calculating maximum financing has been increased from 15¢ to 18¢. This means that, for most companies, the SUB Fund

will have to be 20% larger than now before the company contributions can be reduced or discontinued.

For times when the Fund is below the maximum financing level, the company's obligation to contribute for hours worked by nonsalaried employees is increased from 10.5¢ per hour to 13.5¢ per hour (until maximum financing is reached).

Coal Strike—Energy Shortage—Pollution Shutdowns

The new Agreement provides unlimited short week benefits and up to *four* weeks of weekly SUB benefits where the layoff is due to a shutdown resulting from government pollution controls, from controls relating to the use of fuel or energy or from a coal strike. Under the old Agreement, no weekly benefits would have been paid to steel employees whose layoff was caused by striking coal miners employed by the same steel company. Also, the old Agreement limited weekly benefits to two weeks where the layoff was due to government pollution controls or energy related shutdowns.

Short Week Benefits—Holiday Week

One source of continuing irritation has been the provision which permitted companies to count all paid-for unworked holiday hours toward the 32-hour guarantee. The new Agreement curbs that abuse. After August 1, 1977, in one-holiday weeks, no unworked holiday hours will be counted toward the 32-hour guarantee. In weeks with two unworked holidays, only one will be counted toward the 32-hour guarantee and the other will be excluded.

Overlapping Week—New York

For years, many of our members in the state of New York have suffered losses in SUB benefits simply because their company's payroll week did not coincide with the state unemployment compensation benefit week. The new Agreement ends that inequity. After August 1, 1977, for purposes of calculating weekly benefits and short week benefits, companies in New York will change their payroll week so that it will coincide with the state unemployment compensation benefit week.

Benefits Under Trade Expansion Act

Under the present language, when employees received trade readjustment allowances, it was necessary in each case to persuade the involved company to enter into a special agreement limiting the amount which could be deducted for such allowances from SUB bene-

fits. Under the new Agreement, this cumbersome procedure is eliminated because the limitation on deductions is incorporated into the SUB Plan. The Plan will expressly provide that such allowances will not be charged against SUB benefits for weeks in which state unemployment compensation benefits are payable. For weeks in which no state benefit is paid, there can be such a charge against SUB benefits, but the amount deducted will not exceed the state benefit rate.

Advanced Funding—Bethlehem and Republic

Bethlehem Steel's SUB Fund is currently in a position where no benefits are being paid. It may take some time before the increased contributions provided in the new Agreement will restore full benefit payments. In order to speed up payment of substantial benefits to laid off Bethlehem employees, the Union persuaded the Company to advance funds as of August 1, 1977. This advance will assure payment of weekly benefits during the months of August through December, 1977 at no less than 60% of the full benefit amount. The amount committed by Bethlehem for this purpose was \$2,000,000. Although Republic Steel is currently paying benefits, it agreed to make a similar commitment to the extent of \$1,000,000 as protection against adverse experience between now and August 1, 1977.

VI. EARNINGS PROTECTION PLAN

The old contract provided a significant protection for employees who are reduced to lower paid jobs in an economic layoff, called the Earnings Protection Plan. Under this Plan such employees are paid a makeup allowance, each quarter, to keep their total earnings up to 85% of their base period earnings.

The payments from this Plan have been paid from the SUB Fund, under the old contract. This served to drain the SUB Fund in a period of long layoff. Furthermore, when the Earnings Protection Plan payments were needed the most, they might not be available because the SUB Fund might be exhausted. This has happened in the case of two of the ten major steel companies.

Under the new contract Earnings Protection Plan benefits will be a direct obligation of the companies. They will not be a drain on the SUB Fund, and they will be paid regardless of the financial position of the SUB Fund.

VII. SICKNESS AND ACCIDENT BENEFITS

Improvements in the Sickness and Accident Benefits Schedule are shown in the following table:

Insurance Classification	Current Weekly Benefit	Weekly Benefit for Disabilities Commencing After:		
		8/1/77	8/1/78	8/1/79
1	\$114	\$131	\$142	\$153
2	123	142	154	165
3	132	152	164	176
4	141	162	175	188
5	150	173	187	200
6	159	183	198	211

21-Day Provision

In the administration of the Sickness and Accident benefit program, no problem has plagued our members more than the misapplication by some companies of the 21-day notice provision and the letter explaining that provision. We have therefore won agreement on a new clarifying letter which explicitly acknowledges that in applying the 21-day rule:

1. The intent is to encourage prompt notice so that the claim can be evaluated expeditiously.

2. There is no intent to deny a claim because of a failure to meet the rule unless the failure interferes with the carrier's ability to verify the claim.

3. No claim will be denied under the rule unless a reasonable effort has been made to investigate the claim, including contact with the physician or other medical source, or the claimant.

4. The filing of a late claim will not affect benefits for periods of absence which come after the filing.

5. A claim filed by mail is timely if postmarked on or before the 21st day.

6. If the insurance office is closed on the 21st day, a claim will be considered timely if presented on the first day thereafter on which the office is open.

7. If a claim is denied under the 21-day rule, the denial letter sent to the employee must inform him (a) that the claim is denied because late filing interfered with the carrier's ability to verify the facts with respect to the claim; and (b) that the employee has a right to have the denial reviewed upon submission of further evidence and has a right to file a grievance protesting the denial.

VIII. MEDICAL CARE FOR ACTIVE EMPLOYEES

The 1977 Settlement provides for improvements in the Medical Care insurance for active employees. They are effective August 1, 1979,

except for the Dental Plan, which is effective August 1, 1977. These changes are:

1. Major Medical Plan

Increase the major medical maximum benefit per individual from \$15,000 to \$30,000 annually and from \$25,000 to \$50,000 lifetime. (In view of these increases, the provisions reinstating certain major medical limits are no longer necessary.)

2. Hospital and Physician's Services

- a. Broaden from 48 to 72 hours the period within which treatment must start following an accident to be covered as emergency medical care under the hospital benefits and physician's services provisions of the basic insurance plan.
- b. Emergency care coverage will be broadened so that the benefit is paid on the basis of the patient's symptoms rather than on the basis of the final diagnosis. Presently, coverage is limited to emergency accident and "life saving" services. Also, the carrier will no longer have the final say on eligibility for these benefits. Instead, disputes under this provision will be handled in the grievance procedure the same as other disputes under the insurance plan.
- c. Increase in maximum benefits for diagnostic x-ray examinations from \$200 to \$300 a year.
- d. All diagnostic laboratory examinations for outpatient diagnosis will be covered and the maximum benefit increased from \$200 to \$300 a year. Charges for an annual pap smear test will be covered under major medical (80%) instead of under the basic insurance plan.
- e. Chemotherapy treatment will be covered under the basic insurance plan regardless of the type of facility in which it is rendered.
- f. Increase from \$150 to \$200 a year the maximum physician's services benefit for recurring or related outpatient operations.
- g. Eliminate the requirement that radiation therapy be performed by a second physician in order to be covered under physician's services benefits.

3. Dental Plan

- a. Benefits for routine oral examination and teeth cleaning will continue to be provided twice a year, but the requirement of a

six-month interval between examinations or cleaning is eliminated.

- b. The Plan is extended to cover charges for intravenous sedation administered in connection with oral or dental surgery. Also, benefits will be provided for general anesthetics and intravenous sedation when administered to relax or calm patients handicapped by certain severe mental or physical disorders.

IX. LIFE INSURANCE

Active life insurance will be increased over the current amounts by \$2,000 for each employee. Retired life insurance will be increased to a flat \$3,000 for each classification in the schedule. These improvements are effective August 1, 1979.

Effective August 1, 1977, extend retired life insurance to employees retiring on a normal pension with less than fifteen years of service.

For employees retiring on or after August 1, 1979, life insurance will be reduced to the retired life level (\$3,000) at age 62.

Related to the increased life insurance is a change under which, effective August 1, 1979, estates will no longer receive regular vacation pay benefits for hourly employees who die prior to January 1 of the vacation year. Because vacation benefits are payable to an employee's estate, rather than to a designated beneficiary, these monies have frequently become the subject of probate contests, and ended up going to lawyers rather than to the heirs. Increased life insurance is far more valuable to survivors for, unlike vacation pay, the benefits go directly to the named beneficiaries and do not become enmeshed in costly estate squabbles.

This does not affect regular vacations which employees are entitled to **for the year in which they die**. Vacations, if not taken, are paid normally with the remaining pay due such deceased. Also this does not affect the Saving and Vacation benefits (13-week plan) which will be paid to the family of the deceased if any such entitlement exists for the cycle in effect.

X. OTHER BENEFIT CHANGES

The 1977 Agreement makes some changes in a number of other benefit provisions and programs. For convenience, these assorted changes are summarized here under a single heading.

A. Moving Allowance

Effective August 1, 1977, the amount of relocation allowance paid

to employees transferring from one plant to another will be increased as follows:

Miles Between Plant Locations	Allowances For					
	Single Employees			Married Employees		
	Current	—	New	Current	—	New
50—99	\$130		\$200	\$380		\$ 600
100—299	150		250	420		650
300—499	180		300	490		750
500—999	230		350	620		950
1000—1999	290		450	780		1200
2000 or more	350		550	940		1450

B. Savings and Vacation Plan

The Savings and Vacation Plan is renewed for another five years.

C. Insurance Coverage—Probationary Employees

Employees hired on or after August 1, 1977 will be covered by life, sickness and accident, hospital, physician's services, vision care and major medical insurance upon completion of 520 hours of actual work instead of upon hire. This change was demanded by the companies to bring steel closer in line with other major industries where coverage is delayed during even longer probationary periods.

D. Medical Insurance for Pensioners and Spouses

As explained earlier on page 26 of the pension section of this booklet, the program of company paid medical care insurance for pensioners and spouses, and past retirees will be extended. Effective August 1, 1979, such coverage will continue, notwithstanding the pensioner's or surviving spouse's eligibility for Medicare, but the benefits provided by Medicare will of course be excluded.

**BASIC
CONTRACT
IMPROVEMENTS**

**BASIC CONTRACT
IMPROVEMENTS**

INTRODUCTION

In the Statement issued by the Basic Steel Industry Conference and again through the sound-off sessions which opened negotiations, our Union made it very clear that no settlement was possible unless progress could be made towards solving many long-festered problems. Local union leader after local union leader spoke eloquently in support of these demands and a list of high priority contract language "musts" quickly developed in the sessions.

High on the list were contracting out, rate retention for employees suffering work-related disability, scope of Office, Technical & Professional units and fairer and faster handling of discipline and discharge grievances. Also included were penalties for scheduling violations, demands dealing with safety and health, seniority, and more humane treatment of drug addiction. Still other demands reflected the special needs of certain groups of our members such as the iron ore miners, lake boat seamen and plant protection employees.

The determination of the Union and its members paid off. *Every one* of the long standing problems listed above was addressed in this Settlement Agreement. Indeed the Agreement stands out as one which made giant strides both in economic benefits and in dealing with the daily frustrations which plague our members in the work place. To be sure, not every problem under the contract was solved and not every member will be fully satisfied. This has always been true, and always will be, because Steelworkers have high expectations.

However, no one can doubt that the 1977 Settlement Agreement is by far the best settlement in recent history in providing significant solutions to those contract issues which our members found most troubling. The changes in contract language are explained in detail below.

CONTRACTING OUT

Review Commission

A major review of our contracting out experience in basic steel plants is now to be undertaken by the Companies and the Union. A three-party commission made up of high level representatives of the industry and the Union and an impartial member will investigate the varied problems submitted to the commission by local unions involving contracting out.

To assure fair and effective consideration, the impartial member will serve as chairman.

This special contracting out commission will be required to report

quarterly to the President of the Union and the Industry's Negotiating Committee Chairman. Its final report including recommendations must be completed no later than September 1, 1979 in order to assure ample time for consideration before the next round of negotiations. The impartial member will have the right to submit his own report and his own recommendations. His compensation and expenses will be shared equally by the parties.

This study will offer an opportunity to trace the contracting out story in depth for the first time. All phases will be reviewed at the industry level, company level and plant level. Contracting out involving craft personnel, and production and service operations will be thoroughly dealt with. It will enable the parties to assemble the most comprehensive picture of all phases of contracting out ever put together in steel or any other industry.

From this factual picture, solutions to long-standing problems could emerge that would permit updating of the rules governing contracting out so as to provide the protections so urgently needed for the job security of our members and the job opportunities that could be opened up if more work were available to Steelworkers.

40-Hour Guarantee

During the period of the commission's work, up to September 1, 1979, an interim guarantee has been provided for trade and craft members of our Union. Whenever there are outside contractors performing craft work in a steel-producing plant (other than new construction as defined in the Agreement) if any steelworker in that craft is laid off or working less than 40 hours, pay for 40 hours will be guaranteed.

This guarantee will be available for as many of our adversely affected members as there are outside members of that craft working in the plant for any week.

To be protected by this guarantee, an employee must be willing to accept assignments in his own craft in a seniority or work unit other than his own—if such work is available.

Contract Language Changes

Revisions were made in the contracting out provisions of this contract to cover the following points:

The local plant committees on contracting out must meet at least monthly.

The plant contracting out committee will receive advance notice not only of work to be performed inside the plant but also of work

to be performed outside the plant. This right to information regarding such work did not previously exist.

Should the company fail to give proper and adequate advance notice of contracting out work to be performed in the plant, and if such failure might have interfered with the ability of the Union to suggest possible alternatives to contracting out the work, the arbitrator will have the right to fashion a remedy he deems appropriate, including pay for employees who might have performed the work.

SPECIAL RATE RETENTION

We have been fighting hard for a number of years to obtain earnings protection for employees who are unable to perform their jobs because of job-related disabilities. We were unable to negotiate such a clause in any prior contract. OSHA refused to provide such protection, even in the coke oven standard, in spite of lengthy arguments by the Union. The need for this protection is obvious when a physical injury results from an accident in the plant, but there are other less visible but equally serious dangers lurking in the work environment. An example is the possibility that coke oven workers may contract lung diseases.

After years of frustration we have finally made a major breakthrough. The new settlement provides for earnings protection for P&M employees disabled in whole or in part by their employment. When such an employee is unable to perform his regular job and transfers to another job, he will be provided with rate retention up to Job Class 11 for a period as long as two years unless he refuses during the two years to promote to a job which he can perform without ill effects to his health.

Another major feature of this rate retention program is that if the company doctor determines that the employee is not entitled to rate retention, the employee will be able to appeal to a second, independent medical expert who will make the final decision. The parties have agreed to consult with a prominent medical authority to obtain guidance in setting up the mechanism to review decisions of the company doctors.

This program takes effect January 1, 1978, giving the parties time to work out the medical procedures and the rate retention details.

DISCIPLINE AND GRIEVANCE PROCEDURE

The 1971 agreement between the Union and the steel industry began a new program, on an experimental basis, called Expedited Arbitration. The purpose of this program was to simplify and streamline the arbitration process for handling grievances which were not complex and

would not establish precedents. Under the procedure grievances not settled at the plant level can be taken immediately to an informal arbitration procedure. There they are presented by the local union and local management representatives. The arbitrator must rule within 48 hours.

To implement this program the Union and the Industry have mutually agreed to 15 panels of local arbitrators in various cities throughout the country. The total number of arbitrators currently on the panels is 190. A local administrator of the Expedited Arbitration Program has been mutually agreed to for each area panel. When a grievance is appealed to Expedited Arbitration the administrator is told by local union and management representatives the time the hearing will take place. The administrator immediately assigns the next available arbitrator on the list.

More than 2400 cases have been decided by Expedited Arbitration in the steel industry alone. Based on this successful experience, the new contract includes Expedited Arbitration as an integral part of the grievance procedure. This pioneering effort is no longer experimental.

The new contract provides two other major steps to speed up the operation of the grievance procedure. They are explained below.

Speedy Resolution of Discipline Cases

In the past, employees who were disciplined did not always have a quick, effective means to challenge the company's disciplinary action. In many cases, companies have refused to allow grievances over minor disciplinary action to go to the Expedited Arbitration procedure. Also, major discipline and discharge cases have frequently been delayed in the arbitration process for long periods.

Under the new contract grievances concerning written reprimands, or suspensions of 5 days or less, will automatically go to Expedited Arbitration unless they are resolved at the plant level. This provision will not apply in the case of discipline involving concerted action.

Major discipline cases or discharge cases, which will normally continue to go to the regular arbitration procedure, must be decided within 60 days of the date of appeal to arbitration.

Review of the Operation of Grievance Procedure

Under the new Agreement a Special Grievance Review Committee will be set up for each company. It will consist of a headquarters' representative of the International Union and a headquarters' official of the Company.

This Committee will:

1. Review the pending regular arbitration docket each month to determine whether any of the cases should be referred back to be handled by Expedited Arbitration.
2. Conduct a quarterly review of the grievance load at each plant to identify any instance of poor performance and develop suitable approaches to correct the situation.

It is not the purpose of these procedures to reduce local responsibility for grievance handling. In fact the Committee is charged with seeking ways to increase the efficiency and effectiveness of the grievance steps at the plant. Major responsibility must be concentrated at the plant level if complaints of members are to be handled fairly and promptly.

SAFETY AND HEALTH

Prior contracts have provided the basis for action by local unions and individual members to improve safety conditions in the plant. They have required joint safety committees at each plant. The right of employees to refuse to work under unsafe conditions has been clearly established. A continuing joint effort by each plant management and local union to create safer work practices and work environment has been established.

Furthermore, our Union has led all others in securing passage of the OSHA law and the adoption of OSHA regulations. Such OSHA rules are beginning to provide clear guidelines for local union safety committees to enforce.

The changes made in the safety and health section of the new contract should speed up the settlement of safety and health grievances and strengthen the Union's work to assure adequate safeguards for safety and health. They include the following:

The new contract authorizes the local parties to arrange for immediate arbitration of safety and health disputes.

The Union Co-Chairman of the Joint Safety and Health Committee will have access to the plant at all reasonable times. Further, the Union Co-Chairman will be permitted to visit the scene of fatal or disabling accidents promptly after their occurrence.

In addition, the parties have agreed that drug abuse and alcoholism will be recognized as treatable conditions. Both the Company and the Union will cooperate to encourage an employee affected by drug abuse to take part in rehabilitative programs, just as has been done with alcoholism in the past.

SCHEDULING

For years the companies have engaged in the disruptive practice at many locations of changing schedules almost at will and in violation of the posting provisions of our agreement. It has been the feeling at all levels of the Union that the companies could ignore posted schedules because there was no meaningful remedy or penalty to act as a deterrent to the companies and to at least partially compensate our members for the inconvenience. Now, employees whose posted schedules are violated will receive a penalty payment equal to four times the standard hourly wage rate for the day that they are removed from the schedule. If they are rescheduled to work another day, the day removed from the schedule will be considered as a day worked for computing the 6th or 7th day of the work week for overtime purposes.

NEW YEAR AND CHRISTMAS VACATIONS

Many members have lost money because of plant or departmental shutdowns during Christmas week. In some cases the payment of holiday pay during such shutdowns has prevented employees from collecting Unemployment Compensation and SUB or has been deducted from their Unemployment Compensation benefit.

Therefore, for employees who have used up their vacation for the year by Christmas time, the new Agreement provides the right to use Christmas week as a vacation week for the following year, if the company schedules a shutdown during that week.

Further, the new contract allows scheduling of the calendar week containing New Year's day as a week of vacation in either the year before or the year after the New Year's day unless New Year's falls on Sunday.

ORIENTATION PROGRAM

The first major project of labor education in the Union's new educational center, Linden Hall, will be undertaken in connection with a new program to be established by the Union and the basic steel companies. The purpose of the program is to educate new members on Union history, collective bargaining, history of the steel industry, steel import and productivity problems, and similar subjects.

Part of the funds of the new program will be used to help local unions defray some of the costs of sending officers and committees to Linden Hall for educational activities. To finance the total program, the Union and the ten companies will each contribute \$500,000 per year.

To effectuate the program, it is planned that classes for local union

committeemen and officers will be taught at the new center. Located on a scenic hilltop some 35 miles south of Pittsburgh, the center will provide housing and classroom space for 100 local union leaders simultaneously. The Union's Educational Department will conduct classes there in labor history, grievance-handling and arbitration, collective bargaining, safety and health problems, and related subjects.

The long-run future of the United Steelworkers of America depends on effective training programs for new members, new local union officers and grievance committees, and leaders at all levels.

SENIORITY

The provisions of the agreements have been made to conform to the requirements of Consent Decree I in all instances where this was deemed necessary. The Decree provisions continue to apply where any conflict still remains.

CONTINUATION OF THE EXPERIMENTAL NEGOTIATING AGREEMENT

We have now negotiated a second steel contract under the Experimental Negotiating Agreement (ENA). It will provide the largest overall wage and fringe benefit plan increases in the history of steel negotiations, and it contains more contract language improvements than any previous settlement in the past 20 years. In the judgment of your Officers and a majority of the delegates to the Basic Steel Industry Conference which approved the 1977 Settlement, the ENA has continued to serve the best interests of the members. Accordingly, the ENA has been readopted and will provide the framework within which the 1980 negotiations will be conducted.

Thus, if the parties fail to agree upon the terms of a 1980 settlement, they will arbitrate any unresolved differences. Neither party can resort to an industry-wide strike or lockout. Such favorable ENA provisions as the \$150 bonus, cost-of-living protection in the 1980 agreement, and a 3% minimum annual wage increase guarantee will be continued. A portion of the 1980 contract wage increases may be applied to other wage or fringe benefits, if both the Union and the Companies agree to do so.

In 1980 the 3% available for wage increases will be larger than this year (as it was larger in this year than in 1974) because it will be based on the higher wage rates negotiated in 1977 plus accrued COLA adjustments.

Again in 1980 our members will be assured the right to strike over local issues. Similarly, the parties have agreed that no arbitrator will have the authority to change the past practices clause of our contract.

OFFICE AND TECHNICAL

The following improvements in our O&T agreements are in addition to the many wage and benefit features of the settlement.

Under prior agreements many office and technical units have been troubled by the exclusion of jobs from the bargaining units. The new agreement addresses these problems. There will be established local plant committees to review all excluded jobs established or excluded since August 1, 1963. Those jobs which were incorrectly excluded will be brought into the bargaining unit.

After the plant-level review, if the parties can't agree on a particular exclusion, the dispute can be taken to a binding arbitration proceeding in which the Company's prior decision can be reversed. The review must be completed by April 1, 1978. The basis for the review includes the recognition clause and the special scope provision appearing as Section 2-A-2 in the U. S. Steel Salaried Agreement.

A four-hour minimum penalty has been provided in situations where supervisors perform bargaining unit work in the salary units.

The O&T contracting out section has been modified to require the company to notify the Union members of the Contracting Out Committee prior to contracting out any work. Any questions or disputes will be subject to full review by the Committee.

Should the company fail to give proper and adequate advance notice of contracting out work to be performed in the plant, and if such failure might have interfered with the ability of the union to suggest possible alternatives to contracting out the work, the arbitrator will have the right to fashion a remedy he deems appropriate, including pay for employees who might have performed the work.

The parties have agreed to a reduced hiring rate for certain jobs in the office and technical units; this covers only new hires.

The new scale for the salaried members of the Union will result in the following for Job Class 0-1 (Messenger), Job Class 6 (Detailed Scheduler) and Job Class 10 (Computer Operator-Multi-Program):

Annual Salaries Without New COLA

	Before 2/1/77	5/1/77	5/1/80
J.C. 0-1	\$11,284.00	\$12,511.20	\$13,759.20
J.C. 6	\$13,628.42	\$14,938.82	\$16,311.62
J.C. 10	\$15,504.06	\$16,881.02	\$18,353.66

Annual Salaries With COLA

(Based on Estimated 6% Annual Cost-of-Living Increase)

J.C. 0-1	\$11,284.00	\$12,781.60	\$16,359.20
J.C. 6	\$13,628.42	\$15,209.22	\$18,911.62
J.C. 10	\$15,504.06	\$17,151.42	\$20,953.66

Estimated Gain in Annual Salary

1/31/77 to 5/1/80

J.C. 0-1.....	\$5,075.20
J.C. 6.....	\$5,283.20
J.C. 10.....	\$5,449.60

(The estimated annual average cost-of-living increase of 6% compares with the actual rise of nearly 8% during 1974-7)

These scales for steel industry salaried employees are unmatched anywhere.

IRON ORE MINING

For the first time iron ore miners employed by five independent iron ore companies were included in the settlement resulting from the basic steel negotiations. For these miners, as well as the miners in the captive operations, the settlement resulted in significant improvements, including a liberalized Attendance Bonus Plan.

The companies have agreed to increase their contribution to the Attendance Bonus Plan to 30 cents per hour worked effective August 1, 1977. In addition to the increased contributions, other improvements were made in the Attendance Bonus Plan:

New employees will qualify for these benefits after 180 days of continuous service instead of one year.

Bonus will be paid on a quarterly basis instead of annually with disqualification in any one quarter only affecting pay-out for that quarter.

Days missed due to roads made impassable by snow storms will no longer count as disqualifying absences.

The rate of pay-out has been liberalized.

The formula for determining unit value has been changed to minimize the amount of money left in the fund after each quarterly calculation date.

The companies also agreed, on an experimental basis, to the Union

proposal that a single permanent Iron Ore Industry Arbitrator will be selected by mutual agreement. He will hear cases at all operations of the five independent and three captive companies.

Effective August 1, 1977, the job of Train or Locomotive Operator will be added to the list of jobs covered by the Heavy Equipment Additive in the captive mines.

Employees now working an 8½ hour shift shall be scheduled on an 8-hour shift with a 20-minute paid meal period within the shift, beginning August 1, 1977.

ORE BOAT SEAMEN

The new agreement will permit the ore boat seamen for the first time to enjoy their vacations as do other steelworkers, and will permit them to receive unemployment and SUB benefits during periods of lay-up during the winter. In the past they have received vacation pay at the end of each sailing season, allocated to the weeks of winter layoff.

A vacation leave plan has been negotiated for all ore boat seamen that will provide eligible employees with two scheduled periods of guaranteed time off the boat beginning with the 1978 sailing season.

Any employee having one or more years of continuous service will be entitled to be scheduled off the boat during sailing season for 14 days plus any additional weeks for which he is eligible for regular vacation and special vacation.

Vacation eligibility will be determined by qualifying in the previous sailing year which will entitle all employees to total vacation benefits at the start of each sailing season instead of at the end of each sailing season.

Regular vacation, special vacation and regular vacation bonus will be paid to each employee at the start of each scheduled vacation period.

Those employees who work the winter season will be permitted additional optional scheduled days off during the sailing season.

PLANT PROTECTION

In addition to the other wage and benefit improvements, under the new contract the Office, Technical & Professional Service Bonus Plan is extended to plant protection employees working at steel producing units where office, technical and professional employees are organized. As a result, these members will share in the proceeds of the Plan which is funded by a company contribution of 20 cents for each hour worked. There will also be established a new plant protection job classification that will reflect medical assistance duties in emergency situations.

A long-standing demand of the Union has been to place all plant

protection employees on bi-weekly salaries. In the new contract all remaining hourly paid plant protection employees at steel producing plants will be converted to a salary basis.

LOCAL ISSUE NEGOTIATIONS

Local issue negotiations began at each plant of the 10 companies no later than March 1. Thereafter, the local issues which were not settled at the plant level were brought to Washington by local union committees.

Local committees continued to meet on their local issues during the Washington negotiations. Here they had the assistance and advice of higher level Union personnel. Top management officials were called upon to give personal attention to local issue problems. As a result, all local issues have been resolved at a majority of the plants.

However, there still remain a large number of plants at which there are unsettled local issues. Negotiations are expected to continue at the plants where local issue settlements have not yet been reached. Local union members will have the right to invoke the procedures set forth in ENA in order to obtain satisfactory solutions of the "shop floor" problems dealt with in local issue bargaining.

CONCLUSION

Every member of the United Steelworkers of America who will work under the new basic steel contract should keep this explanation of the Settlement, to use as a reference document during the coming three years.

This summary is too long and too complex to be quickly read and totally absorbed. This is unfortunate, but it is necessarily true because of the many different problems which the 1977 Basic Steel Settlement deals with.

You will find it helpful to study this explanation carefully, and repeatedly. As you do this, you will see more clearly the broad nature of the changes which have been made in the Agreement between your Union and the company you work for. You will become familiar with the effects of those changes on your income, your income after you retire, your income during periods when you cannot work, and on the conditions under which you work.

The wage increases and benefit improvements of this Settlement far exceed any which have been negotiated before in the steel industry or any other major industry in the United States. Every member of the Union is entitled to be proud of the contribution which his local and the International Union has made towards achieving this Settlement, but no member should be totally satisfied. Collective bargaining is a continuous process which is never completed.

APPENDICES

APPENDIX A **STANDARD HOURLY WAGE SCALE FOR** **NON-INCENTIVE JOBS**

Job Class	Before 5/1/77	Effective 5/1/77(1)	Effective 8/1/77	Effective 2/1/78	Effective 8/1/78(2)	Effective 2/1/79	Effective 8/1/79(3)
1-2	5.675	6.015	6.215	6.315	6.415	6.515	6.615
3	5.782	6.126	6.326	6.426	6.529	6.629	6.732
4	5.889	6.237	6.437	6.537	6.643	6.743	6.849
5	5.996	6.348	6.548	6.648	6.757	6.857	6.966
6	6.103	6.459	6.659	6.759	6.871	6.971	7.083
7	6.210	6.570	6.770	6.870	6.985	7.085	7.200
8	6.317	6.681	6.881	6.981	7.099	7.199	7.317
9	6.424	6.792	6.992	7.092	7.213	7.313	7.434
10	6.531	6.903	7.103	7.203	7.327	7.427	7.551
11	6.638	7.014	7.214	7.314	7.441	7.541	7.668
12	6.745	7.125	7.325	7.425	7.555	7.655	7.785
13	6.852	7.236	7.436	7.536	7.669	7.769	7.902
14	6.959	7.347	7.547	7.647	7.783	7.883	8.019
15	7.066	7.458	7.658	7.758	7.897	7.997	8.136
16	7.173	7.569	7.769	7.869	8.011	8.111	8.253
17	7.280	7.680	7.880	7.980	8.125	8.225	8.370
18	7.387	7.791	7.991	8.091	8.239	8.339	8.487
19	7.494	7.902	8.102	8.202	8.353	8.453	8.604
20	7.601	8.013	8.213	8.313	8.467	8.567	8.721
21	7.708	8.124	8.324	8.424	8.581	8.681	8.838
22	7.815	8.235	8.435	8.535	8.695	8.795	8.955
23	7.922	8.346	8.546	8.646	8.809	8.909	9.072
24	8.029	8.457	8.657	8.757	8.923	9.023	9.189
25	8.136	8.568	8.768	8.868	9.037	9.137	9.306
26	8.243	8.679	8.879	8.979	9.151	9.251	9.423
27	8.350	8.790	8.990	9.090	9.265	9.365	9.540
28	8.457	8.901	9.101	9.201	9.379	9.479	9.657
29	8.554	9.012	9.212	9.312	9.493	9.593	9.774
30	8.671	9.123	9.323	9.423	9.607	9.707	9.891
31	8.778	9.234	9.434	9.534	9.721	9.821	10.008
32	8.885	9.345	9.545	9.645	9.835	9.935	10.125
33	8.992	9.456	9.656	9.756	9.949	10.049	10.242
34	9.099	9.567	9.767	9.867	10.063	10.163	10.359

(1) Includes 20¢ general increase with a job class increment increase of .4¢ and 14¢ Cost-of-Living Adjustment added effective May 1, 1977.

(2) Each Job Class rate will be adjusted by adding the Cost-of-Living Adjustment effective 8/1/78.

(3) Each Job Class rate will be adjusted by adding the Cost-of-Living Adjustment effective 8/1/79.

Incentive Calculation Rate

Job Class	Before 5/1/77	Effective 5/1/77*	Effective 8/1/77	Effective 2/1/78	Effective 8/1/78	Effective 2/1/79	Effective 8/1/79
1-2	3.200	3.400	3.600	3.700	3.800	3.900	4.000
3	3.279	3.483	3.683	3.783	3.886	3.986	4.089
4	3.358	3.566	3.766	3.866	3.972	4.072	4.178
5	3.437	3.649	3.849	3.949	4.058	4.158	4.267
6	3.516	3.732	3.932	4.032	4.144	4.244	4.356
7	3.595	3.815	4.015	4.115	4.230	4.330	4.445
8	3.674	3.898	4.098	4.198	4.316	4.416	4.534
9	3.753	3.981	4.181	4.281	4.402	4.502	4.623
10	3.832	4.064	4.264	4.364	4.488	4.588	4.712
11	3.911	4.147	4.347	4.447	4.574	4.674	4.801
12	3.990	4.230	4.430	4.530	4.660	4.760	4.890
13	4.069	4.313	4.513	4.613	4.746	4.846	4.979
14	4.148	4.396	4.596	4.696	4.832	4.932	5.068
15	4.227	4.479	4.679	4.779	4.918	5.018	5.157
16	4.306	4.562	4.762	4.862	5.004	5.104	5.246
17	4.385	4.645	4.845	4.945	5.090	5.190	5.335
18	4.464	4.728	4.928	5.028	5.176	5.276	5.424
19	4.543	4.811	5.011	5.111	5.262	5.362	5.513
20	4.622	4.894	5.094	5.194	5.348	5.448	5.602
21	4.701	4.977	5.177	5.277	5.434	5.534	5.691
22	4.780	5.060	5.260	5.360	5.520	5.620	5.780
23	4.859	5.143	5.343	5.443	5.606	5.706	5.869
24	4.938	5.226	5.426	5.526	5.692	5.792	5.958
25	5.017	5.309	5.509	5.609	5.778	5.878	6.047
26	5.096	5.392	5.592	5.692	5.864	5.964	6.136
27	5.175	5.475	5.675	5.775	5.950	6.050	6.225
28	5.254	5.558	5.758	5.858	6.036	6.136	6.314
29	5.333	5.641	5.841	5.941	6.122	6.222	6.403
30	5.412	5.724	5.924	6.024	6.208	6.308	6.492
31	5.491	5.807	6.007	6.107	6.294	6.394	6.581
32	5.570	5.890	6.090	6.190	6.380	6.480	6.670
33	5.649	5.973	6.173	6.273	6.466	6.566	6.759
34	5.728	6.056	6.256	6.356	6.552	6.652	6.848

*Includes 20¢ general increase and job class increment increase of .4¢ effective May 1, 1977.

Hourly Additive for Incentive Jobs

Job Class	Hourly Additive Effective 5/1/77*	Job Class	Hourly Additive Effective 5/1/77*
1-2	2.615	19	3.091
3	2.643	20	3.119
4	2.671	21	3.147
5	2.699	22	3.175
6	2.727	23	3.203
7	2.755	24	3.231
8	2.783	25	3.259
9	2.811	26	3.287
10	2.839	27	3.315
11	2.867	28	3.343
12	2.895	29	3.371
13	2.923	30	3.399
14	2.951	31	3.427
15	2.979	32	3.455
16	3.007	33	3.483
17	3.035	34	3.511
18	3.063		

*The Hourly Additive for each Job Class includes the 14¢ Cost-of-Living Adjustment added effective 5/1/77. The Hourly Additive for each Job Class will be adjusted by adding the Cost-of-Living Adjustment effective 8/1/78. The Hourly Additive for each Job Class will be adjusted by adding the Cost-of-Living Adjustment effective 8/1/79.

APPENDIX A-1

Standard Biweekly Salary Rate

Job Class	Before 5/1/77	Effective 5/1/77(1)	Effective 8/1/77	Effective 2/1/78	Effective 8/1/78(2)	Effective 2/1/79	Effective 8/1/79(3)
0-1	\$452.00	\$481.20	\$497.20	\$505.20	\$513.20	\$521.20	\$529.20
2	472.03	499.87	515.87	523.87	532.35	540.35	548.83
3	490.07	518.55	534.55	542.55	551.51	559.51	568.47
4	508.10	537.22	553.22	561.22	570.66	578.66	588.10
5	526.14	555.90	571.90	579.90	589.82	597.82	607.74
6	544.17	574.57	590.57	598.57	608.97	616.97	627.37
7	562.21	593.25	609.25	617.25	628.13	636.13	647.01
8	580.24	611.92	627.92	635.92	647.28	655.28	666.64
9	598.28	630.60	646.60	654.60	666.44	674.44	686.28
10	616.31	649.27	665.27	673.27	685.59	693.59	705.91
11	634.35	667.95	683.95	691.95	704.75	712.75	725.55
12	652.38	686.62	702.62	710.62	723.90	731.90	745.18
13	670.42	705.30	721.30	729.30	743.06	751.06	764.82
14	688.45	723.97	739.97	747.97	762.21	770.21	784.45
15	706.49	742.65	758.65	766.65	781.37	789.37	804.09
16	724.52	761.32	777.32	785.32	800.52	808.52	823.72

(1) Includes \$16.00 general increase, a job class increment increase of 64¢, and \$11.20 (14¢ per hour) Cost-of-Living Adjustment effective February 1, 1977.

(2) Each Job Class rate will be adjusted by adding the Cost-of-Living Adjustment effective August 1, 1978.

(3) Each Job Class rate will be adjusted by adding the Cost-of-Living Adjustment effective August 1, 1979.





This is Booklet No. PR-229

For Additional Copies, Contact

UNITED STEELWORKERS OF AMERICA

AFL-CIO-CLC

Five Gateway Center

Pittsburgh, Pa. 15222

United Steelworkers of America

AFL-CIO • CLC

FIVE GATEWAY CENTER, PITTSBURGH, PA. 15222

I. W. Abel
President

May 6, 1977

Dear Fellow Steelworker:

This is my last letter to you as President of the United Steelworkers of America. It introduces a booklet explaining the 1977 Settlement with the ten major steel companies—a settlement which provides the *largest wage increases our Union has ever negotiated*, the most significant breakthroughs in income security in the past 20 years, and other major improvements in the basic steel contracts. I urge you to read and study the booklet carefully.

When I joined our Union in 1936 most of our members were actively interested in the Union. We found out the facts. We made up our own minds. We took time to go to meetings and participate in Union decisions and activities. Thus we built a strong organization which I've been proud to serve as a local union officer and International Union official. If you want a strong Union in the future you, too, must do what we did. *You must become a well-informed, active participant.* This booklet will help you become informed, because it presents the facts, not propaganda.

In 1965, when I was first elected International President, I became chief negotiator for our Union with the major steel companies. At that time the lowest rate of pay in a steel mill was \$2.28 an hour—\$4,742 for a full year's work. Effective May 1 of this year the lowest rate will be \$6.015 per hour plus 13¢ cost-of-living adjustment—or \$12,782 for a full year's work. True, the cost of living has risen 89% since 1965, but our lowest paid members have won increases of 170%.

Under the new Agreement described in this booklet the average Steelworker is expected to gain an increase of \$2.30 an hour—about \$4,800 a year.

In 1965 a retiring Steelworker with 40 year's service was entitled to a basic pension of \$100 per month in addition to Social Security. Employees retiring after August 1, 1977 with 40 year's service will enjoy basic pensions of \$552.50 per month,

with an automatic \$40 increase two years later, in addition to Social Security. That is a 450% increase in pensions. We have won many other benefits in these 12 years. As you will see in the enclosed booklet, in these 1977 negotiations we have finally laid a foundation on which to build a program of full job and income security for all Steelworkers.

The companies have not voluntarily given us a penny during these 12 years. The companies have known that our members will strike, or go to arbitration, if necessary, to win fair contracts. Our Union struck the steel industry in 1946, 1950, 1952, 1956, and for four months in 1959. My fellow officers and I were leaders in each of those strikes.

In view of that record I am proud that our members in basic steel have achieved the improvements of the past 12 years without a single family losing a single paycheck because of a strike. Our progress has been the result of hard bargaining, persuasion, debate, and negotiations based on facts, not bombast and saber rattling.

In 1965, 1968, and 1971 many of our members did suffer through long layoffs, however, because steel customers stockpiled and imported steel—just in case we did strike. To prevent layoffs caused by stockpiling, we negotiated an Experimental Negotiating Agreement (ENA) in 1973, under which we agreed not to call an industry-wide strike—and the companies, for the first time in any major American industry, agreed to let an impartial panel decide wage and other issues if we couldn't resolve them in negotiations. By substituting the arbitration system of ENA for the industry-wide strikes of an earlier day, we have tried to find a more constructive way of resolving our disputes with the steel companies.

The ENA was accepted by vote of the Local Union Presidents in the Basic Steel Industry Conference for use in 1974 negotiations, again for 1977, and has now been approved for use in 1980. This means that in contrast to the five industry-wide strikes between 1946 and 1960, our members will have enjoyed, at the end of this Agreement, 20 years of progress without an industry-wide steel strike. Furthermore, in 1974 and 1977 there have been no layoffs due to stockpiling before contract expirations.

Some members of our Union and some steel company executives, are dissatisfied with the ENA. They want to return to the economic jungle of the 1930's. In spite of the record, they argue that the rules of reason and logic simply won't work in labor negotiations. The crucial test of any labor negotiations is the effect on the standard of living of the members. To help you make a judgment on the effect of ENA, we have made a comparison of the wage rates and annual earnings of the average member in basic steel at three points. These dates are:

July, 1965—just before the 1965 contract was negotiated.

March, 1974—just before the first negotiations under ENA.

May, 1980—the end of this new contract.

Cost of living adjustments are included, assuming a 6% rate of inflation for the next three years. Incentive earnings, overtime, and premium pay for shift work, holidays, and Sundays are *not* included. These items would raise the earnings shown below considerably. Here are the results:

Job Class 10
Non-Incentive Wages, Including COLA

Time	Hourly Rate	Straight Time Annual Earnings	Increase from 1965	Increase from 1974
July, 1965	\$2.845	\$ 5,918		
March, 1974	\$4.809	\$10,003	\$ 4,085	
May, 1980	\$8.80	\$18,304	\$12,386	\$8,301

As you can see, two-thirds of the total increase will have occurred in the six years of ENA contracts. Even after discounting for increases in the cost of living, the record shows a 23% increase in real wages in the six years under ENA—compared to a 12% increase in real wages in the nine years before ENA.

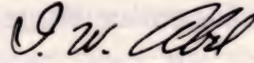
Of course, no amount of facts will convince some critics. There are radical political groups on both the far left and the far right that want to see ENA wiped out. They think unions and management should engage in “class struggle” instead of collective bargaining. They would like to hold our coats while we fight with the steel companies—until either the companies, or the Union, or both, are destroyed. Then they hope to pick up the pieces.

Back in the 1930’s these same groups told us we shouldn’t sign any contracts with the steel companies. They urged us to engage in daily conflict and struggle, but we ignored them. Now they are trying to convince, or confuse, a new generation of Steelworkers. Whether or not they succeed in the 1970’s and 1980’s will depend, in part, on you. If you are an active member you will be one of those whose opinions become Union policy.

The active members will adopt resolutions and elect delegates to International Conventions. They will elect local union and International officers to represent them in negotiations. By these means they will determine the future of our Union, on ENA and other subjects. If you are not an active member you will be deciding to let others govern your Union, whether you agree with their opinions or not.

I have served our Union for the past 40 years as a Local Union Officer, Staff Representative, District Director, Secretary-Treasurer, and the last 12 years as your President. For this privilege I am deeply grateful. In leaving I extend to each of you and to your families my sincere best wishes in the years to come.

Sincerely yours,

A handwritten signature in dark ink, appearing to read "J. W. Chel". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

President

P. S. Enclosed with this letter, for your information, you will find the roll call vote of each Local Union President and International Executive Board member who voted on the 1977 Basic Steel Settlement. Those whose names are not shown were not present.

BASIC STEEL INDUSTRY CONFERENCE

ROLL CALL VOTE ON RATIFICATION

of the

1977 BASIC STEEL SETTLEMENT

Shoreham Americana Hotel

Washington, D.C.

April 8 and 9, 1977



The Conference was called to meet at 9:30 a.m., April 8. As negotiations were still continuing at that time the meeting was postponed to 4:00 p.m. At 4:00 p.m. the negotiating committees were close to an agreement on the outstanding issues, but the language and other details were yet to be prepared. Accordingly the Conference stood in recess until the following day, April 9, at 9:30 a.m.

The Settlement was read at the April 9 session, discussed by the delegates, and voted on by a standing vote. On motion of delegate E. L. Jones, Local Union 2708, the Conference called by an overwhelming vote for a roll call vote to be taken. The roll was called, with the results shown herein.

The Conference consists of 30 members of the International Union Executive Board, 397 delegates from local unions at properties of the Ten Coordinating Committee Steel Companies, and 302 delegates from local unions at properties of other companies.

As in the past, only the larger local unions at the other companies, which negotiate virtually identical pattern settlements to the Basic Steel Settlement, actually sent their Presidents to the Conference. Similarly, some of the very small warehouse and other local unions at the "Big Ten" companies did not send delegates.

When registration closed on April 8th, 369 delegates had registered. The vote count was:

Voted to Ratify Contract (Yes)	191
Voted to Reject Contract (No)	99
Absent	79
Total	369

The record shown here consists of the 290 delegates who actually voted. If a Local Union is not shown, it may not have sent a delegate, or the delegate may have been absent when the roll was called.

INTERNATIONAL EXECUTIVE BOARD

Officers

	Yes	No
I. W. Abel, President	X	
Walter J. Burke, Secretary-Treasurer	X	
John S. Johns, Vice President	X	
Leon Lynch, Vice President	X	

District Directors

	Yes	No
District 7 Hugh Carcella	X	
District 8 Edward E. Plato	X	
District 9 John S. Wadolny	X	
District 15 Joseph Odorcich	X	
District 19 Walter E. Bleil	X	
District 20 Kay Kluz	X	

District Directors (cont.)

	Yes	No
District 23 Paul Rusen	X	
District 26 Frank Leseganich	X	
District 27 Harry E. Mayfield	X	
District 29 Charles Younglove	X	
District 31 Edward Sadlowski		X
District 32 Bertram McNamara	X	
District 33 Peter Benzoni	X	
District 34 Lloyd McBride	X	
District 35 Bruce Thrasher	X	
District 36 Howard Strevel	X	
District 37 Edgar Ball	X	
District 38 Frank S. McKee	X	

U. S. STEEL LOCAL UNIONS

Local Unions	Yes	No
District 1		
4914 Michael J. Mayer, President.....	X	
District 7		
4889 Albert Lupini, President.....		X
5030 James Costa, President.....		X
5579 Charles F. O'Leary, President.....	X	
District 9		
2670 James L. Meszaros, President.....	X	
5272 James S. Baer, President.....	X	
District 15		
1253 Charles E. Edwards, President.....	X	
1256 John Durik, President.....	X	
1288 Dominick Popolo, President.....	X	
1397 Anselmo Fernandez, President.....	X	
1408 Anthony Tomko, President.....		X
1514 William Campbell, President.....	X	
1557 Attico A. Brandi, Jr., President.....		X
2227 Gale E. Sillaman, President.....		X
2466 Edward L. Langett, President.....		X
3018 Paul E. Dunbar, President.....		X
3033 Albert Grib, President.....	X	
3063 Timothy F. Trant, President.....		X
3282 Ludwig Santucci, President.....		X
4090 Donald A. Baird, President.....		X
District 19		
1346 Robert Stewart, President.....		X
1579 Regis Sager, President.....	X	
4223 Robert McWilliams, President.....	X	
4361 Irvin Berkey, President.....	X	
5768 James R. Stivers, President.....		X
District 20		
1270 Andrew Sopko, President.....	X	
1924 Robert E. Vogel, President.....		X
2016 Harold B. Denny, President.....		X
2773 Clair L. Lockhart, President.....		X
7637 Carmen Sylvester, President.....	X	
District 26		
1307 Albert Wilkes, Jr., President.....	X	
1330 S. Leskovjansky, President.....	X	
1618 Robert L. Thornburg, President.....	X	
3073 Frank J. Koczwar, President.....		X
District 28		
1104 Martin Bartos, President.....	X	
1298 Leo J. Baran, President.....	X	
2287 Thomas C. Dorazewski, President.....	X	
2354 Herb Johns, President.....	X	
District 29		
14913 Robert McGinn, President.....	X	
District 31		
65 John Chico, President.....		X
1014 Jack Parton, President.....	X	
1066 Floyd J. Watson, President.....		X
1711 Felipe V. Martinez, President.....	X	
2006 Casimer Bochat, President.....	X	
2275 Allan Foster, President.....	X	
2697 James L. Paradine, President.....		X
5293 Betty Hill, President.....		X
District 32		
1115 Eugene Brofka, President.....	X	
2353 Joseph P. Drasler, President.....	X	
District 33		
1028 Richard Jones, President.....		X
1396 Douglas A. Audette, President.....	X	
1938 Joseph Samargia, President.....		X

Local Unions	Yes	No
District 34		
1622 Joseph W. Kraternik, President.....	X	
District 36		
1013 Richard E. Smith, President.....	X	
1131 Fred A. Baggett, President.....	X	
2122 J. P. Headley, President.....	X	
2405 T. L. Tidwell, President.....	X	
2421 Ralph Gurley, Adm. President.....	X	
2927 Raymond Jimerson, President.....	X	
3662 R. W. McCary, Vice President.....	X	
4203 Clarence Darden, President.....	X	
4651 Ralph T. Gurley, Adm. President.....	X	
5172 Ralph T. Gurley, Adm. President.....	X	
District 37		
3430 M. L. Bates, Jr., President.....	X	
4671 Mike Wilson, President.....	X	
7756 R. C. Clowers, President.....	X	
District 38		
2058 Harry A. Sivley, Jr., President.....		X
2571 Kathleen Riley, President.....		X
2586 Norman R. Hildreth, President.....		X
2701 Edward B. Anderson, President.....	X	
3736 Val E. Christensen, President.....		X

BETHLEHEM STEEL LOCAL UNIONS

District 4		
2601 Joseph Ventura, President.....	X	
5000 William H. Greenlee, President.....	X	
District 7		
1374 Kenneth Kerkeslager, President.....	X	
1688 L. Gene Adams, President.....	X	
2731 Frank S. McDaniels, President.....	X	
3139 Charles R. McMasters, President.....	X	
5473 Richard Petersen, President.....	X	
7027 Robert W. Paine, President.....	X	
District 8		
2609 David Wilson, President.....		X
2610 Joseph Kotelchuck, President.....	X	
2819 Thomas Mitchell, President.....	X	
4727 John M. Rachuba, President.....	X	
4767 Dave King, President.....	X	
5054 Harry Schlimme, President.....	X	
5695 Ray C. Johnson, President.....	X	
District 9		
2598 Louis Schrenko, President.....	X	
2599 Nicholas Kiak, President.....		X
2600 Albert Cavella, President.....	X	
5349 James A. Cunningham, Jr., President.....	X	
District 15		
2632 William Saulsbury, President.....	X	
2633 Stanley P. Killian, President.....	X	
2634 Joseph J. Angello, President.....	X	
2635 Eli Opacic, President.....	X	
2644 Mark Yelovich, President.....	X	
2734 Clarence High, President.....	X	
3176 Steve Miske, President.....		X
District 20		
1383 John Cunnard, President.....	X	
District 31		
6787 Paul Kaczocha, President.....		X
District 35		
4482 Henry J. Sessoms, President.....	X	
District 38		
1069 Donald Hughes, Fin. Secretary.....	X	
1208 David T. Conlan, President.....	X	
1845 Wilford C. Anderson, Jr., President.....		X

REPUBLIC STEEL LOCAL UNIONS

Local Unions	Yes	No
District 4		
1743 Eugene Corcoran, President.....		X
District 20		
1869 Miles S. Nye, President.....	X	
District 23		
5712 Michael Cable, President.....	X	
District 26		
1338 Nicholas L. Beliitt, President.....		X
1375 Milton Cross, President.....		X
2334 John Deperro, President.....		X
3486 Carl H. Lipski, President.....	X	
District 27		
1124 John Poulelis, Vice President.....		X
1200 Jim Jones, President.....		X
2327 Pete Mobilian, President.....		X
2345 Robert R. Lidderdale, President.....		X
District 28		
1098 Ed Buxton, Vice President.....		X
1157 Albert Forney, President.....		X
1179 Joseph Gufreda, President.....		X
2265 William McCartney, President.....		X
4309 Thomas Kalis, President.....		X
District 31		
1033 Frank Guzzo, President.....		X
District 35		
5725 Robert C. Long, President.....	X	
District 36		
2176 Jimmie Mabrey, President.....	X	
4382 John R. French, President.....	X	

J & L STEEL LOCAL UNIONS

District 4		
3494 Richard Obrien, President.....	X	
District 15		
1535 Eugene F. Hritz, President.....	X	
District 19		
6453 Martin K. Gillette, President.....		X
District 20		
1211 Alex George, President.....		X
1272 James P. Comer, President.....	X	
1843 John P. Defazio, President.....	X	
2989 Francis P. Hartle, President.....	X	
District 26		
86 Ronald C. Durst, President.....	X	
3047 Robert D. Dunn, President.....	X	
District 27		
1046 Richard T. Trissel, President.....	X	
District 28		
185 Eugene Shelton, President.....	X	
188 Richard Garuccio, President.....	X	
District 29		
1357 Herman Penley, President.....	X	
8068 Edward P. Forst, President.....	X	
District 30		
7349 George A. Heineman, Jr., President.....	X	
District 31		
6518 Autrey Depew, President.....	X	
District 33		
1437 Marvin J. Hansen, President.....	X	
4212 Ralph Cass, President.....	X	

Local Unions	Yes	No
District 35		
3449 Albert J. Brooks, President.....	X	
7294 Travis Carney, President.....	X	

ARMCO STEEL LOCAL UNIONS

District 8		
3185 Tony Seminozzi, President.....		X
District 20		
1360 Tony Zgainer, President.....		X
District 23		
1865 Gerald Whitlow, President.....		X
District 27		
2721 Paul E. Wright, President.....		X
District 34		
13 Donald M. Craig, President.....		X
2916 Maynard Reeves, President.....		X
District 35		
3747 Earnest Massey, President.....		X
District 37		
2708 E. L. Jones, President.....		X
2741 John H. Carnes, President.....		X
5302 Donald Banks, President.....		X
5851 Ernest A. Janak, President.....		X
7507 Paul C. Temple, President.....		X

NATIONAL STEEL LOCAL UNIONS

District 4		
2497 Alexander Swierski, President.....		X
District 29		
1299 Floyd O. Chambers, President.....	X	
District 30		
3489 Rick Moats, President.....	X	
District 31		
6103 Rudolph Nichols, President.....		X
District 34		
30 Joseph Simpson, President.....	X	
67 James E. Kelahan, President.....	X	
68 B. J. Buron, President.....	X	
4063 Luther A. Shaffer, President.....	X	

WHEELING-PITTSBURGH STEEL LOCAL UNIONS

District 15		
1229 Samuel Battistone, President.....	X	
3403 Thomas Simon, President.....	X	
3496 Robert Benedetti, President.....		X
District 23		
1190 Theodore Van Horn, President.....	X	
1223 George Kurko, President.....	X	
1238 Steve Palenicek, President.....	X	
2256 Pete Petredis, President.....	X	
3621 Willard Trimbath, President.....		X
3712 Robert J. Kline, President.....	X	

INLAND STEEL LOCAL UNIONS

District 1		
3746 William F. Irvin, President.....	X	
District 7		
5717 William Pembroke, President.....		X
District 28		
2212 Joseph Branc, President.....	X	
2732 Theodore W. Keffer, President.....	X	
District 31		
1010 James Balanoff, President.....		X

Local Unions	Yes	No
District 32		
7613 Russell Shephard, President.....	X	
District 33		
2709 Albert Ball, President.....	X	
4302 Dale DuFour, President.....	X	
6115 John A. Perko, President.....	X	

District 34		
4398 John Jones, President.....	X	

District 35		
5775 Harold Phillips, President.....	X	

District 36		
2179 Percy Boykins, President.....	X	

YOUNGSTOWN SHEET & TUBE LOCAL UNIONS

District 26		
1418 Bill Sferra, President.....	X	
1462 Ed Mann, President.....		X
2162 Frank Gidaro, President.....	X	
2163 Russell Baxter, President.....	X	
3098 William Balluck, President.....	X	
District 31		
1011 Norman Purdue, President.....		X
3127 Frank Mish, President.....	X	

ALLEGHENY LUDLUM STEEL LOCAL UNIONS

District 1		
2242 Francis McLean, President.....	X	
District 19		
1138 Donald Ravetto, President.....	X	
1196 Alex Kanakis, President.....	X	
2984 Edward McCoy, President.....	X	
District 30		
8535 Dan Dishman, President.....	X	

OTHER LOCAL UNIONS

District 1		
2215 Edwin A. Gomes, President.....	X	
2865 Michael Gagner, President.....		X
3513 Wilbur A. Cotnoir, President.....	X	
District 4		
1277 Anthony Pascarella, President.....	X	
2716 John Sgroi, Adm. President.....	X	
6372 Ron Arford, President.....		X
District 7		
1165 Benjamin Pilotti, President.....		X
1392 Edward Pachella, President.....	X	
2295 Charles Witte, President.....		X
3182 William Jackson, President.....	X	
District 8		
1245 Carson E. Price, President.....	X	
5211 Charles McGrogan, President.....		X
District 9		
1394 James Markey, President.....	X	
District 15		
1407 John Disciullo, President.....	X	
7373 William Kostyzak, President.....	X	
District 19		
1537 Jos. DeFail, Vice President.....		X
6191 Dominic Pronio, President.....		X
7297 William M. Albaugh, President.....		X
District 20		
178 Virgil Colucci, President.....		X
1002 Robert Wojnarowski, President.....	X	

Local Unions	Yes	No
1070 Frank A. Falleroni, President.....		X
1082 Joseph Orosz, President.....	X	
1212 Robert Zielinski, President.....	X	
1261 Robert O'Connell, President.....	X	
2229 J. Edward Osborne, President.....		X
2501 Harvey Lantz, President.....	X	
2687 Stanley Keefer, President.....		X
3052 George P. McGraw, President.....	X	
3177 James Fox, President.....	X	
5047 Willis T. Campbell, President.....	X	

District 26		
2243 Donald Maffitt, President.....	X	
3523 James Boyd, President.....	X	
7691 Sarah Stevens, President.....		X

District 27		
169 Robert G. Mapes, President.....		X
6856 Paul A. Price, Committeeman.....	X	

District 29		
1352 Isadore Coles, President.....	X	
2659 James V. Hughes, President.....	X	
3056 Henry J. Groszek, President.....	X	
7990 Anthony J. Pascarella, President.....	X	

District 30		
22 Carl Dean, President.....		X
1054 Isaac David Breeden, President.....	X	
1870 Norman R. Turner, President.....		X
3601 Marvin Smith, President.....	X	

District 31		
64 Robert Bennett, President.....	X	
1027 Beryl Turner, Jr., President.....	X	
1053 George Chandler, President.....	X	
1657 Richard Alexander, President.....		X

District 32		
63 John Farny, President.....		X
3720 Donald E. Thompson, President.....	X	

District 33		
1438 Jerome Stish, President.....		X
2073 Hilding Helgren, President.....	X	
2660 Willard Anderson, President.....		X
2705 Miron Devyak, President.....		X
2912 Dominic Roncaglione, President.....		X
4108 Joseph Smilanich, President.....		X
4757 William Larson, President.....		X
4950 Paul Gravedoni, President.....		X
4974 Daniel Gravedoni, President.....		X
5296 Herbert Larsen, President.....	X	
5440 Donald Lohman, President.....		X
5646 Joseph Massie, President.....		X
6860 Carl Miller, President.....	X	

District 34		
1785 Robert R. Cox, President.....	X	
3643 Paul M. Clark, President.....	X	
5790 Donald Watson, President.....	X	

District 35		
2401 I. L. Richards, President.....	X	

District 36		
2250 Thomas C. Kimbrell, President.....	X	
12136 T. L. Brown, President.....	X	

District 37		
4134 A. L. Weatherford, President.....	X	

District 38		
1440 Daniel Herrera, President.....		X
2869 Al Marnati, President.....	X	
3677 Marthellen Fitzsimmons, President.....		X